STATE OF NEW YORK

8949

IN SENATE

April 2, 2024

Introduced by Sen. RAMOS -- read twice and ordered printed, and when printed to be committed to the Committee on Labor

AN ACT to amend the labor law, in relation to establishing a workplace readiness week for secondary school students

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

Section 1. The labor law is amended by adding a new section 137-a to read as follows:

§ 137-a. Workplace rights document. Any minor seeking working papers in order to be employed in the state shall be issued, before or at the time of receiving such working papers, a document clearly explaining basic labor rights extended to workers. Topics covered in such document shall include, but not be limited to, local, state, and federal laws regarding each of the following issues: (i) child labor; (ii) wage and hour protections; (iii) worker safety; (iv) workers' compensation; (v) paid sick leave; (vi) prohibitions against retaliation; and (vii) the right to organize a union in the workplace. Such document shall be produced, and made available, in, the ten most commonly spoken languages or any language otherwise requested by a minor seeking working papers and shall express these labor rights in plain terminology, easily understood by a minor. The document shall be in a physical form but shall be made available electronically on the department's website. The New York state school of industrial and labor relations at Cornell university is encouraged to produce, with input from bona fide labor organizations, a draft template for the document to be provided to minors seeking working papers, including the translations specified. The department shall be responsible for making such documents available to all school officials who issue working papers.

§ 2. This act shall take effect immediately.

EXPLANATION--Matter in *italics* (underscored) is new; matter in brackets [-] is old law to be omitted.

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