

# STATE OF NEW YORK

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3266--A

Cal. No. 410

2023-2024 Regular Sessions

## IN SENATE

January 30, 2023

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Introduced by Sen. HOYLMAN-SIGAL -- read twice and ordered printed, and when printed to be committed to the Committee on Judiciary -- reported favorably from said committee, ordered to first and second report, ordered to a third reading, amended and ordered reprinted, retaining its place in the order of third reading

AN ACT to amend the judiciary law and the labor law, in relation to creating additional remedies for unlawful discharge, penalty or discrimination on account of the exercise of a juror's right to be absent from employment for jury duty

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

1 Section 1. Section 519 of the judiciary law, as added by chapter 85  
2 of the laws of 1995, is amended to read as follows:

3 § 519. Right of juror to be absent from employment. Any person who is  
4 summoned to serve as a juror under the provisions of this article and  
5 who notifies his or her employer to that effect prior to the commence-  
6 ment of a term of service shall not, on account of absence from employ-  
7 ment by reason of such jury service, be subject to discharge ~~[or]~~,  
8 penalty, or discrimination in any other manner. An employer may, howev-  
9 er, withhold wages of any such employee serving as a juror during the  
10 period of such service; provided that an employer who employs more than  
11 ten employees shall not withhold the first forty dollars of such juror's  
12 daily wages during the first three days of jury service. Withholding of  
13 wages in accordance with this section shall not be deemed a penalty or  
14 discrimination in any other manner. Violation of this section shall  
15 constitute a criminal contempt of court punishable pursuant to section  
16 seven hundred fifty of this chapter and shall also constitute a  
17 violation of section two hundred fifteen of the labor law and be subject  
18 to the civil penalties and civil action provided for thereunder.

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

LBD04982-02-3

§ 2. Paragraph 7 of subdivision A of section 750 of the judiciary law, as amended by chapter 823 of the laws of 1982, is amended to read as follows:

7. Wilful failure to obey any mandate, process, or notice issued pursuant to ~~[articles]~~ article sixteen~~[, seventeen, eighteen, eighteen-a or eighteen-b]~~ of ~~[the judiciary law]~~ this chapter, or to rules adopted pursuant thereto, or to any other statute relating thereto, or refusal to be sworn as provided therein, or subjection of an employee to discharge ~~[or]~~, penalty, or discrimination in any other manner on account of his or her absence from employment by reason of jury or subpoenaed witness service in violation of this chapter or section 215.11 of the penal law. Applications to punish the accused for a contempt specified in this subdivision may be made by notice of motion or by order to show cause, and shall be made returnable at the term of the supreme court at which contested motions are heard, or of the county court if the supreme court is not in session.

§ 3. Section 215 of the labor law, as amended by chapter 564 of the laws of 2010, paragraph (a) of subdivision 1 as amended by chapter 604 of the laws of 2022, paragraph (b) of subdivision 1 and paragraph (a) of subdivision 2 as amended by chapter 537 of the laws of 2014, is amended to read as follows:

§ 215. ~~[Penalties]~~ Civil penalties and civil action; prohibited retaliation. 1. (a) No employer or his or her agent, or the officer or agent of any corporation, partnership, or limited liability company, or any other person, shall discharge, threaten, penalize, or in any other manner discriminate or retaliate against any employee (i) because such employee has made a complaint to his or her employer, or to the commissioner or his or her authorized representative, or to the attorney general or any other person, that the employer has engaged in conduct that the employee, reasonably and in good faith, believes violates any provision of this chapter, or any order issued by the commissioner (ii) because such employer or person believes that such employee has made a complaint to his or her employer, or to the commissioner or his or her authorized representative, or to the attorney general, or to any other person that the employer has violated any provision of this chapter, or any order issued by the commissioner (iii) because such employee has caused to be instituted or is about to institute a proceeding under or related to this chapter, or (iv) because such employee has provided information to the commissioner or his or her authorized representative or the attorney general, or (v) because such employee has testified or is about to testify in an investigation or proceeding under this chapter, or (vi) because such employee has otherwise exercised rights protected under this chapter, or (vii) because the employer has received an adverse determination from the commissioner involving the employee, or (viii) because such employee has used any legally protected absence pursuant to federal, local, or state law, including because such employee has exercised his or her right to be absent from employment pursuant to section five hundred nineteen of the judiciary law by reason of jury service.

An employee complaint or other communication need not make explicit reference to any section or provision of this chapter to trigger the protections of this section.

As used in this section, to threaten, penalize, or in any other manner discriminate or retaliate against any employee includes; threatening to contact or contacting United States immigration authorities or otherwise reporting or threatening to report an employee's suspected citizenship

1 or immigration status or the suspected citizenship or immigration status  
2 of an employee's family or household member, as defined in subdivision  
3 two of section four hundred fifty-nine-a of the social services law, to  
4 a federal, state or local agency; or assessing any demerit, occurrence,  
5 any other point, or deductions from an allotted bank of time, which  
6 subjects or could subject an employee to disciplinary action, which may  
7 include but not be limited to failure to receive a promotion or loss of  
8 pay.

9 (b) If after investigation the commissioner finds that an employer or  
10 person has violated any provision of this section, the commissioner may,  
11 by an order which shall describe particularly the nature of the  
12 violation, assess the employer or person a civil penalty of not less  
13 than one thousand nor more than ten thousand dollars provided, however,  
14 that if the commissioner finds that the employer has violated the  
15 provisions of this section in the preceding six years, he or she may  
16 assess a civil penalty of not less than one thousand nor more than twen-  
17 ty thousand dollars. The commissioner may also order all appropriate  
18 relief including enjoining the conduct of any person or employer; order-  
19 ing payment of liquidated damages to the employee by the person or enti-  
20 ty in violation; and, where the person or entity in violation is an  
21 employer ordering rehiring or reinstatement of the employee to his or  
22 her former position or an equivalent position, and an award of lost  
23 compensation or an award of front pay in lieu of reinstatement and an  
24 award of lost compensation. Liquidated damages shall be calculated as an  
25 amount not more than twenty thousand dollars. The commissioner may  
26 assess liquidated damages on behalf of every employee aggrieved under  
27 this section, in addition to any other remedies permitted by this  
28 section.

29 (c) The provisions of section two hundred thirteen of this article  
30 shall not apply to the violations specified in this section.

31 (d) This section shall not apply to employees of the state or any  
32 municipal subdivisions or departments thereof.

33 2. (a) [Am] In addition to the civil penalties provided for under  
34 subdivision one of this section, an employee may bring a civil action in  
35 a court of competent jurisdiction against any employer or persons  
36 alleged to have violated the provisions of this section. The court shall  
37 have jurisdiction to restrain violations of this section, within two  
38 years after such violation, regardless of the dates of employment of the  
39 employee, and to order all appropriate relief, including enjoining the  
40 conduct of any person or employer; ordering payment of liquidated  
41 damages, costs and reasonable attorneys' fees to the employee by the  
42 person or entity in violation; and, where the person or entity in  
43 violation is an employer, ordering rehiring or reinstatement of the  
44 employee to his or her former position with restoration of seniority or  
45 an award of front pay in lieu of reinstatement, and an award of lost  
46 compensation and damages, costs and reasonable attorneys' fees. Liqui-  
47 dated damages shall be calculated as an amount not more than twenty  
48 thousand dollars. The court shall award liquidated damages to every  
49 employee aggrieved under this section, in addition to any other remedies  
50 permitted by this section. The statute of limitations shall be tolled  
51 from the date an employee files a complaint with the commissioner or the  
52 commissioner commences an investigation, whichever is earlier, until an  
53 order to comply issued by the commissioner becomes final, or where the  
54 commissioner does not issue an order, until the date on which the  
55 commissioner notifies the complainant that the investigation has  
56 concluded. Investigation by the commissioner shall not be a prerequisite

1 to nor a bar against a person bringing a civil action under this  
2 section.

3 (b) At or before the commencement of any action under this section,  
4 notice thereof shall be served upon the attorney general by the employ-  
5 ee.

6 3. Any employer or his or her agent, or the officer or agent of any  
7 corporation, partnership, or limited liability company, or any other  
8 person who violates subdivision one of this section shall be guilty of a  
9 class B misdemeanor.

10 § 4. This act shall take effect on the thirtieth day after it shall  
11 have become a law.