STATE OF NEW YORK

7388

2025-2026 Regular Sessions

IN SENATE

April 14, 2025

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 enacting the "remedial construction of New York labor law act"

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

Section 1. Short title. This act shall be known and may be cited as the "remedial construction of New York labor law act".

§ 2. Legislative findings and intent. 1. The legislature hereby reaffirms its longstanding intent and directive that the labor law be construed liberally in favor of workers to accomplish its broad remedial purposes--including but not limited to securing workers' wage floors, ensuring their rights to recover all earned wages and all concomitant liquidated damages and other remedies, protecting workers from retaliation, securing equal pay for equal work, and defraying the harms of unemployment. These remedial purposes not only protect workers, but also protect law-abiding employers from unfair competition by lawbreaking employers.

2. Courts interpreting the labor law are hereby directed with this act to ensure all future interpretations of the labor law comport with its broad remedial purposes. This includes, with respect to exceptions and exemptions to the labor law's requirements of employers, construing all such exceptions and exemptions narrowly in order to maximize deterrence of unlawful conduct.

§ 3. The labor law is amended by adding a new section 5 to read as follows:

§ 5. Construction. The provisions of this chapter shall be construed liberally for the accomplishment of the remedial purposes thereof, regardless of whether federal labor laws, including but not limited to the Fair Labor Standards Act, 29 U.S.C. § 201 et seq. and other laws with provisions worded comparably to the provisions of this chapter,

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

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have been so construed. Exceptions to and exemptions from the provisions of this chapter shall be construed narrowly in order to maximize deterrence of unlawful conduct and accomplish this chapter's remedial purpose.

§ 4. This act shall take effect immediately.