STATE OF NEW YORK

9330

IN SENATE

March 2, 2026

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 of 2026"

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. Remedial interpretation includes, with respect to reading 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 and accomplish the labor law's remedial purpose.

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

§ 5. Construction. For all provisions of this chapter and their accompanying regulations that are worded comparably to federal laws or regulations, and all worker-protective provisions of this chapter and their accompanying regulations that have no federal analogue, such provisions shall be construed liberally for the accomplishment of their remedial purposes, regardless of whether similarly-worded provisions of federal laws or regulations have been or continue to be so construed.

§ 4. This act shall take effect immediately.

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

LBD10772-03-6