STATE OF NEW YORK

5064

2025-2026 Regular Sessions

IN ASSEMBLY

February 11, 2025

Introduced by M. of A. JACOBSON -- read once and referred to the Committee on Labor

AN ACT to amend the labor law, in relation to prohibition of certain activities in extreme temperatures

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 218-c to read as follows:

§ 218-c. Prohibition of certain activities in extreme temperatures. 1. As used in this section the following terms shall have the following meanings:

(a) "Retail business" means any entity that is engaged primarily in the sale of consumer goods at one or more stores within the state. For the purposes of this definition, "consumer goods" means products that are primarily for personal, household, or family purposes, including but not limited to appliances, clothing, electronics, groceries, and household items.

(b) "Extreme temperature" shall mean a measured outdoor temperature of ninety degrees Fahrenheit and above.

(c) "Human billboard" shall mean holding or wearing a sign or particular clothing outside of a retail business for the purposes of advertisement.

2. No retail business shall direct an employee to engage in human billboard activities during extreme temperatures.

§ 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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