

STATE OF NEW YORK

1686

2025-2026 Regular Sessions

IN SENATE

January 13, 2025

Introduced by Sens. SKOUFIS, 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 prohibition of certain
activities in extreme temperatures

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

1 Section 1. The labor law is amended by adding a new section 218-c to
2 read as follows:

3 § 218-c. Prohibition of certain activities in extreme temperatures. 1.
4 As used in this section the following terms shall have the following
5 meanings:

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

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

14 (c) "Human billboard" shall mean holding or wearing a sign or partic-
15 ular clothing outside of a retail business for the purposes of adver-
16 tisement.

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

19 § 2. This act shall take effect immediately.

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

LBD01687-01-5