

STATE OF NEW YORK

3646

2025-2026 Regular Sessions

IN SENATE

January 29, 2025

Introduced by Sens. MURRAY, RHOADS -- 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 the definition of manual
worker

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

1 Section 1. Subdivision 4 of section 190 of the labor law, as amended
2 by chapter 391 of the laws of 2024, is amended to read as follows:

3 4. "Manual worker" means a [~~mechanic, workingman or laborer~~] worker
4 whose primary duty is to engage in physical labor, but shall not include
5 any person who has entered into a contract to play baseball at the minor
6 league level and who is compensated pursuant to the terms of a collec-
7 tive bargaining agreement that expressly provides for the wages, hours
8 of work, and working conditions of employees. The commissioner shall
9 adopt regulations establishing criteria for determining whether an occu-
10 pation meets the definition of "manual worker" and "physical labor", and
11 shall publish guidance listing specific occupations that are presumed to
12 meet this definition.

13 § 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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