



2019 ANNUAL REPORT

NEW YORK STATE SENATE STANDING COMMITTEE

ON LABOR



Senator Jessica Ramos
Chair

CHAIR
Labor

COMMITTEES
Cities
Consumer Protection
Corporations, Authorities and
Commissions
Cultural Affairs, Tourism, Parks and
Recreation
Transportation

NEW YORK
STATE
SENATE



JESSICA RAMOS
SENATOR, 13TH DISTRICT

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December 20, 2019

The Honorable Andrea Stewart-Cousins
Temporary President and Majority Leader
New York State Senate
Albany, NY 12247

Dear Senator Stewart-Cousins:

I am pleased to transmit the Annual Report of the Senate's Standing Committee on Labor for the 2019 Legislative Session. As Chair, I am proud to continue to lead our efforts to address important matters under my committee's jurisdiction.

During the 2019 session, this committee met 6 times and reported 29 bills. The Committee also held three hearings this past year.

I thank my colleagues who served on the Committee for their efforts and support of the work that was done in the committee this year, and I thank you for the continued support from the Majority Conference in the committee's operations.

Sincerely,

A handwritten signature in black ink that reads 'Jessica Ramos' in a cursive script.

Jessica Ramos
Senator
Senate District 13

2019 LEGISLATIVE SESSION REPORT

**NEW YORK STATE SENATE
STANDING COMMITTEE ON LABOR**

Senator Jessica Ramos, Chairperson

Committee Members

Majority Members: Senator Andrew Gounardes Senator Robert Jackson Senator Monica Martinez Senator Shelley Mayer Senator Roxanne Persaud Senator James Sanders Senator Diane Savino	Minority Members Senator Andrew Lanza (RM) Senator Fred Akshar Senator Rich Funke Senator Patrick Gallivan Senator Joseph Robach
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Committee Staff

Committee Director: Samantha Acevedo
Labor Analyst, Senate Majority Counsel: Elizabeth Robins

COMMITTEE JURISDICTION AND OVERVIEW

The New York State Senate Standing Committee on Labor addresses issues arising under Employers' Liability Law, Labor Law, and Workers' Compensation Law, generally. The Committee also considers the topic of unemployment insurance as well as issues affecting General Business Law provisions on Sabbath, goods made by convicts, and the sale of goods produced with child labor.

During the 2019 Legislative Session, **163** bills were referred to the Labor Committee for its review. Of these bills, **29** were reported from the Committee. **11** bills were passed in the Senate, and 14 bills passed both houses. This work was conducted through a series of six committee meetings. A list of all bills that were reported from the committee is provided at the end of this report.

In addition to its regular meetings, the Committee Co-Chaired three hearings with the Senate Agriculture Committee and Chair Jen Metzger on the Farmworkers Fair Labor Practices Act.

Hearings:

Thursday, April 25, 2019

Location: Little Theater, SUNY Morrisville, Student Activities Center, 80 Eaton Street, Morrisville, New York

Co-Chair: Jessica Ramos, Jen Metzger, Rachel May

Friday, April 26, 2019

Location: William H. Rogers Building, William J. Lindsay County Complex, 725 Veterans Memorial Highway, Smithtown, New York

Co-Chair: Jessica Ramos, Jen Metzger, Monica Martinez

Thursday, May 2, 2019

Location: Seelig Theatre, SUNY Sullivan, 112 College Road, Loch Sheldrake, New York

Co-Chair: Jessica Ramos, Jen Metzger

TWO HOUSE BILLS

In 2019, of the 163 bills referred to the Standing Committee on Labor, 14 passed both houses of the Legislature. Of these bills, the Governor has signed nine bills, vetoed two bills and three bills have been delivered to the Governor.

Bill	Sponsor	Title	Action
S.660	Metzger	Relates to the prohibition of discrimination based on an individual's or a dependent's reproductive health decision making	Ch. 457 of 2019
S.1456	Sanders	Relates to licenses to purchase, use or store certain compounds	Ch.734 of 2019
S.1720	Ramos	Relates to developing and implementing programs to prevent workplace violence in public schools	Veto 209 of 2019
S.1826-C	Kennedy	Relates to enacting the "New York call center jobs act"	Ch.752 of 2019
S.2736	Skoufis	Relates to eliminating a disincentive for whistleblowers	Ch.684 of 2019
S.4030-A	Ramos	Requires certain car wash workers to be paid the minimum wage without allowance for gratuities	Delivered to Governor on 12.30.19
S.4080-C	Savino	Requires the licensing of persons engaged in the design, construction, inspection, maintenance, alteration and repair of elevators	Ch.750 of 2019

S.4573	Kennedy	Relates to decreasing the length of the suspension period applicable to certain striking workers who seek to obtain unemployment insurance benefits	Delivered to Governor on 12.30.19
S.5202-A	Gounardes	Directs a study on the impact of increased minimum wage on eligibility for income based services, programs and subsidies	Veto 221 of 2019
S.5248-B	Biaggi	Relates to prohibiting certain wage differentials	Ch.93
S.5679-A	Savino	Relates to additional information provided to employees on public work contracts	Ch.744
S.5791	Ramos	Provides for penalties for discrimination or retaliation against immigrant employees	Ch.126
S.6020	Ramos	Extends provisions relating to self-employment assistance programs and other matters	Ch.447
S.6265-A	Gianaris	Ensures that utility employees receive the prevailing wage	Delivered to Governor on 12.30.19

SUMMARY OF COMMITTEE ACTIVITY (Bills reported from Labor Committee)

Bill	Sponsor	Summary	Significant Action
S.660	Metzger	Relates to the prohibition of discrimination based on an individual's or a dependent's reproductive health decision making	Ch. 457 of 2019
S.678	Ortt	Relates to a leave of absence for military spouses	Reported to Finance (2.12.19)
S.839	Montgomery	Enacts the "New York State YouthBuild act"	Passed Senate Only (1.28.19)
S.1456	Sanders	Relates to licenses to purchase, use or store certain compounds	Ch.734 of 2019
S.1720	Ramos	Relates to developing and implementing programs to prevent workplace violence in public schools	Veto 209 of 2019
S.1721	Ramos	Relates to providing language access services	Passed Senate Only
S.1826-C	Kennedy	Relates to enacting the "New York call center jobs act"	Ch.752 of 2019
S.2736	Skoufis	Relates to eliminating a disincentive for whistleblowers	Ch.684 of 2019

S.2832-A	Savino	Provides that an employer may not take retaliatory action against a person who protests against or discloses any bribery or attempted bribery of a public official	Passed Senate Only (6.12.19)
S.3062	Ortt	Relates to providing that spouses who voluntarily separate from employment to accompany a spouse who is the subject of a military transfer shall be eligible for unemployment benefits	Passed Senate Only (6.12.19)
S.3292-A	Ramos	Establishes a registry of workplace fatalities to record information pertaining to all incidents under which an employee suffers a fatal injury	Passed Senate Only
S.3343-A	Ramos	Relates to requiring employers to provide employees notice of their sexual harassment prevention policy and sexual harassment prevention training program in writing in English and in employees' primary languages	Reported to Rules on 6.20.19
S.3394-A	Ramos	Relates to notification in the case of a change to a workers' compensation claims representative	Reported to Rules on 6.20.19

S.3692-A	Carlucci	Prohibits employers from seeking salary history from prospective employees	Committed to Rules on 6.20.19
S.3911	Jacobs	Establishes an authorized absence from work for certain emergency services volunteers	Reported to Rules on 6.20.19
S.4018-A	Skoufis	Relates to the minimum wage for employees with disabilities	Reported to Rules on 6.20.19
S.4080-C	Savino	Requires the licensing of persons engaged in the design, construction, inspection, maintenance, alteration and repair of elevators	Ch.750 of 2019
S.4396	Ramos	Relates to retaliatory personnel actions by employers	Passed Senate on 6.12.19
S.4573	Kennedy	Relates to decreasing the length of the suspension period applicable to certain striking workers who seek to obtain unemployment insurance benefits	Delivered to Governor on 12.30.19
S.4992	Ramos	Relates to penalties for wilful false statements for unemployment purposes	Reported to Rules on 6.20.19
S.3821	Savino	Relates to the eligibility for New York state paid family leave benefits by persons engaged in a teaching capacity in a religious institution	Passed Senate (6.3.19)

S.3969-A	Kennedy	Authorizes treatment of workers' compensation injuries by an occupational therapy assistant and a physical therapist assistant	Passed Senate (5.20.19)
S.4030-A	Ramos	Requires certain car wash workers to be paid the minimum wage without allowance for gratuities	Delivered to Governor on 12.30.19
S.5090	Parker	Relates to providing four weeks of leave for victims of abuse	Passed Senate (6.18.19)
S.5248-B	Biaggi	Relates to prohibiting certain wage differentials	Ch.93
S.5421	Ramos	Includes coverage of treatment rendered by a massage therapist	Passed Senate (5.20.19)
S.5791	Ramos	Provides for penalties for discrimination or retaliation against immigrant employees	Ch.126
S.6204	Hoylman	Extends the statute of limitations relating to a civil action by an employee who has been the subject of a retaliatory personnel action	Passed Senate on 6.12.19



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