



New York State Senate Standing Committee on **Labor**

Senator Jessica Ramos

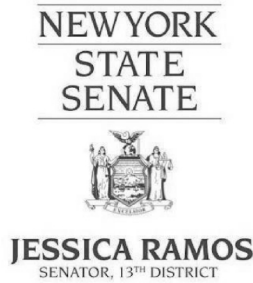
Chair



Senator Andrea Stewart-Cousins
President Pro Tempore
NYS Senate Majority Leader

CHAIR
Labor

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December 28, 2022

The Honorable Andrea Stewart-Cousins
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 2022 Legislative Session. As Chair, I am proud to continue to lead our efforts to address important matters under my committee's jurisdiction and legislate in the interest of workers in New York State.

During the 2022 session, this Committee met five times in session and reported 62 bills. The Committee also held one public hearing this past year on the 2022 Executive Budget Proposal: Workforce Development. Ultimately, we set out to ensure that our state's labor laws and worker protections were able to continue to facilitate a just recovery post-pandemic.

I am proud of the work we have done together to pass momentous legislation and make labor focused allocations in the 2022 Executive Budget. This included the Warehouse Workers Protection Act, Salary Disclosure Act, ending the Department of Labor hiring freeze, ensuring voters supported prevailing wage in the Environmental Bond Act, and allocating \$3.6 billion to Fair Pay for Home Care over the course of two years.

I thank my colleagues who served on the Committee for their efforts and support of the work that was done this year, and I thank Majority Leader Andrea Stewart-Cousins and her team for their continued support in the Committee's operations.

Sincerely,



Jessica Ramos
New York State Senator
13th District

**2022 LEGISLATIVE SESSION REPORT
NEW YORK STATE SENATE
STANDING COMMITTEE ON LABOR**

Senator Jessica Ramos, Chairperson

Committee Members

Andrew Gounardes Robert Jackson Shelley B. Mayer Roxanne J. Persaud Sean M. Ryan James Sanders Jr. Diane J. Savino James Skoufis	Fred Akshar Patrick M. Gallivan Mario R. Mattera Edward A. Rath III
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Committee Staff

Elizabeth Robins, Senate Counsel
Mashaal Bhatti, Policy Advisor for State Senator Jessica Ramos

COMMITTEE JURISDICTION AND OVERVIEW

The New York State Senate Standing Committee on Labor has legislative oversight responsibilities for issues concerning the safety and health, labor standards and dignity of all workers in New York State

During the 2022 Legislative Session, 184 bills were referred to the Committee for its review. Of these bills, 62 were reported from the Committee. 22 were passed by the Senate, and 31 passed in both houses. This work was conducted through a series of 5 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 held one hearing. The topic of this hearing was the “2022 Executive Budget Proposal: Topic Workforce Development.”

COMMITTEE HIGHLIGHTS

The following key bills were acted on by the committee in 2022:

- S8922A RAMOS -- Establishes the warehouse worker protection act
- S1997A JACKSON-- Relates to the restrictions on consecutive hours of work for nurses
- S4844B BIAGGI -- Expands the rights of nursing employees to express breast milk
- S5933A PARKER -- Directs the department of labor to conduct a study on the employment rate of transgender persons in New York state
- S5994C RYAN -- Establishes a registration system for contractors and subcontractors engaged in public work and covered projects in order to better enforce existing labor laws and regulations in the public works industry
- S6803A KAPLAN -- Authorizes the department of labor to develop a public awareness campaign promoting the New York state job bank
- S6805 HARCKHAM -- Requires copies of certain documents physically posted in a workplace to be made available to employees electronically
- S8389C THOMAS -- Relates to certification of public employment for purposes of the federal public service loan forgiveness program
- S9095 RAMOS -- Authorizes the department of labor to use electronic storage technology to store public records, papers, documents and matters required by law to be recorded
- S9149 GOUNARDES -- Relates to limiting the effect of determinations by the board of workers' compensation
- S9403A RAMOS -- Directs the New York state public employment relations board to establish and promulgate rules authorizing an electronic filing program to provide informative materials for employees and employers on its website
- S9427A RAMOS -- Requires employers to disclose compensation or range of compensation to applicants and employees
- S9450 GIANARIS -- Relates to employer violations of certain provisions allowing for workplace safety committees

TWO HOUSE BILLS

In 2022, 31 of the 62 bills referred to the Standing Committee on Labor passed both houses of the Legislature. Of these bills, the Governor has signed 16, vetoed 5, and has yet to act on 10.

Bill	Sponsor	Summary	Action
S768	GOUNARDES	Defines temporary total disability	On the Governor's Desk
S 1961B	BROOKS	Requires employers to display a poster containing information on veterans' benefits and services which shall be created and distributed by the department of labor	Chap. 584
S2138	RAMOS	Includes coverage of treatment rendered by a massage therapist	On the Governor's Desk
S4738A	RAMOS	Relates to modular construction work	On the Governor's Desk
S4844B	BIAGGI	Expands the rights of nursing employees to express breast milk	Chap. 672
S4885A	SAVINO	Relates to the hours worked by nurses	On the Governor's Desk
S5734A	RYAN	Requires a study of the issues impacting the continuum of caregiving in the state	Vetoed Memo 75
S5933A	PARKER	Directs the department of labor to conduct a study on the employment rate of transgender persons in New York state	Chap. 492
S5994C	RYAN	Establishes a registration system for contractors and subcontractors engaged in public work and covered projects in order to better enforce	On the Governor's Desk
S6373B	SAVINO	Relates to claims for mental injury premised upon extraordinary work-related stress incurred at work	On the Governor's Desk
S6525	SKOUFIS	Includes Stewart International Airport in the definition of covered airport location for the purposes of minimum wage rates	Vetoed Memo 106
S6803A	KAPLAN	Authorizes the department of labor to develop a public awareness campaign promoting the New York state job bank	Chap. 489

S6805	HARCKHAM	Requires copies of certain documents physically posted in a workplace to be made available to employees electronically	Chap. 693
S6828A	MAYER	Requires that notice of initial determination for unemployment benefits be provided	Vetoed Memo 168
S8063A	RAMOS	Relates to restrictions on consecutive hours of work for nurses	On the Governor's Desk
S8271A	SANDERS	Relates to schedule in case of disability	On the Governor's Desk
S8369B	GOUNARDES	Relates to protections for freelance workers	Vetoed Memo 170
S8389C	THOMAS	Relates to certification of public employment for purposes of the federal public service loan forgiveness program	Chap. 562
S8568	SAVINO	Relates to the effectiveness of the New York black car operators' injury compensation fund, inc.	Chap. 417
S8648	RAMOS	Relates to redefining the term covered renewable energy system	Chap. 372
S8922A	RAMOS	Establishes the warehouse worker protection act	Chap. 772
S9095	RAMOS	Authorizes the department of labor to use electronic storage technology to store public records, papers, documents and matters required by law to be recorded	Chap. 294
S9096	RAMOS	Provides for the issuance of policies by the state insurance fund where a balance is due on a prior policy issued by such fund	Chap. 349
S9149	GOUNARDES	Relates to limiting the effect of determinations by the board of workers' compensation	On the Governor's Desk
S9167A	ADDABBO	Creates a temporary commission to conduct a comprehensive study on the current utilization of paid family leave, make recommendations on how to increase access and the visibility of the program	Vetoed Memo 67
S9337	RAMOS	Relates to fees and expenses in unemployment insurance proceedings; extending effectiveness	Chap. 432
S9338	RAMOS	Relates to extending provisions of laws permitting certain deductions from wages	Chap. 301
S9370	JACKSON	Relates to presumptive evidence for individuals who participated in the World Trade Center rescue, recovery and clean-up operations	Chap. 559
S9403A	RAMOS	Directs the New York state public employment relations board to establish and promulgate rules authorizing an electronic filing program to provide	Chap. 642

		informative materials for employees and employers on its website	
S9427A	RAMOS	Requires employers to disclose compensation or range of compensation to applicants and employees	Chap. 723
S9450	GIANARIS	Relates to employer violations of certain provisions allowing for workplace safety committees	On the Governor's Desk

SUMMARY OF COMMITTEE ACTIVITY

Bill No.	Sponsor	Summary	Action
S615A	RAMOS	Prohibits an employer from requesting that an employee or applicant disclose any means for accessing an electronic personal account	Passed Senate
S768	GOUNARDES	Defines temporary total disability	On the Governor's Desk
S859A	GOUNARDES	Relates to requiring new employees to be provided certain information relating to student loan repayment information	Passed Senate
S975	GAUGHRAN	Relates to the definition of a day student for the purposes of employment	Passed Senate
S1023	RAMOS	Allows certain claimants to be reclassified as permanent total disability or total industrial disability due to extreme hardship	Senate Calendar
S1024B	RAMOS	Relates to eligibility for classification as permanent total disability	Senate Calendar
S1025	RAMOS	Relates to the overpayment of wages	Passed Senate
S1026A	RAMOS	Relates to contracted network pharmacy use	Passed Senate
S1045	RAMOS	Permits minors to be employed as a referee, umpire or official at a youth sporting event	Passed Senate
S1252B	GIANARIS	Enacts the "roadway excavation quality assurance act"	Senate Calendar
S1961B	BROOKS	Requires employers to display a poster containing information on veterans' benefits and services which shall be created and distributed by the department of labor	Chap. 584
S1997A	JACKSON	Relates to the restrictions on consecutive hours of work for nurses	On the Governor's Desk
S2138	RAMOS	Includes coverage of treatment rendered by a massage therapist	On the Governor's Desk
S3469A	KENNEDY	Relates to establishing the industry targeted unemployment task force	Passed Senate
S3470	KENNEDY	Relates to establishing a program to incentivize unemployed individuals to enter jobs in healthcare	Passed Senate

S3946A	MAYER	Provides employers with the opportunity to register for emergency alerts from the state of New York public safety alert mass notification system	Passed Senate
S4738A	RAMOS	Relates to modular construction work	On the Governor's Desk
S4844B	BIAGGI	Expands the rights of nursing employees to express breast milk	Chap. 672
S4885A	SAVINO	Relates to the hours worked by nurses	On the Governor's Desk
S5055A	KENNEDY	Establishes a model racial equity, social justice, and implicit bias training program	Passed Senate
S5065	PERSAUD	Relates to flexible working arrangements for parents and legal guardians when day care centers and schools are closed during a state or local disaster emergency	Passed Senate
S5129	KENNEDY	Authorizes treatment of workers' compensation injuries by an occupational therapy assistant and a physical therapist assistant	Passed Senate
S5488A	BIAGGI	Establishes the Marshall plan for moms interagency task force	Passed Senate
S5598D	RAMOS	Requires employers to disclose compensation or range of compensation to applicants and employees	Senate Calendar
S5734A	RYAN	Requires a study of the issues impacting the continuum of caregiving in the state	Vetoed Memo 75
S5933A	PARKER	Directs the department of labor to conduct a study on the employment rate of transgender persons in New York state	Chap. 492
S5994C	RYAN	Establishes a registration system for contractors and subcontractors engaged in public work and covered projects in order to better enforce existing labor laws and regulations in the public works industry	On the Governor's Desk
S6244B	KRUEGER	Waives pandemic unemployment assistance repayments under certain circumstances	Passed Senate
S6266	RAMOS	Specifies methods of calculating deposits and reserves for the aggregate trust fund and reserves of the state insurance fund	Passed Senate
S6373B	SAVINO	Relates to claims for mental injury premised upon extraordinary work related stress incurred at work	On the Governor's Desk
S6525	SKOUFIS	Includes Stewart International Airport in the definition of covered airport location for the purposes of minimum wage rates	Vetoed Memo 106
S6708	PARKER	Requires employers to provide up to ten additional days of unpaid leave for absences due to domestic violence, a family offense, sexual offense, stalking or	Passed Senate

		human trafficking	
S6785	MAYER	Relates to notice of eligibility for unemployment benefits	Vetoed Memo 168
S6791A	KAPLAN	Relates to employer contributions to the unemployment insurance fund and the unemployment insurance maximum benefit rate	Passed Senate
S6803A	KAPLAN	Authorizes the department of labor to develop a public awareness campaign promoting the New York state job bank	Chap. 489
S6805	HARCKHAM	Requires copies of certain documents physically posted in a workplace to be made available to employees electronically	Chap. 693
S6828A	MAYER	Requires that notice of initial determination for unemployment benefits be provided	Passed Senate
S7899	BAILEY	Enacts the "New York state YouthBuild act"	Passed Senate
S8063A	RAMOS	Relates to restrictions on consecutive hours of work for nurses	On the Governor's Desk
S8130	KENNEDY	Relates to decreasing the length of the suspension period applicable to certain striking workers who seek to obtain unemployment insurance benefits	Passed Senate
S8211	ADDABBO	Requires public employers who opt out of providing paid family leave benefits to provide parental leave in the alternative	Committed to Finance
S8271A	SANDERS	Relates to schedule in case of disability	On the Governor's Desk
S8369B	GOUNARDES	Relates to protections for freelance workers	Vetoed Memo 170
S8389C	THOMAS	Relates to certification of public employment for purposes of the federal public service loan forgiveness program	Chap. 562
S8451	COONEY	Establishes an online database identifying regional skills and employment gaps and the skills and training needed to fill open and anticipated jobs	Passed Senate
S8568	SAVINO	Relates to the effectiveness of the New York black car operators' injury compensation fund, inc.	Chap. 417
S8638A	HOYLMAN	Enacts the New York state fashion workers act	Senate Calendar
S8648	RAMOS	Relates to redefining the term covered renewable energy system	Chap. 372
S8922A	RAMOS	Establishes the warehouse worker protection act	Chap. 772
S8963	JACKSON	Relates to the inclusion of certain off site custom fabrication as public work for the purposes of payment of prevailing wage	Committed to Finance
S9095	RAMOS	Authorizes the department of labor to use electronic	Chap. 294

		storage technology to store public records, papers, documents and matters required by law to be recorded	
S9096	RAMOS	Provides for the issuance of policies by the state insurance fund where a balance is due on a prior policy issued by such fund	Chap. 349
S9149	GOUNARDES	Relates to limiting the effect of determinations by the board of workers' compensation	On the Governor's Desk
S9167A	ADDABBO	Creates a temporary commission to conduct a comprehensive study on the current utilization of paid family leave, make recommendations on how to increase access and the visibility of the program	Vetoed Memo 67
S9337	RAMOS	Relates to fees and expenses in unemployment insurance proceedings; extending effectiveness	Chap. 432
S9338	RAMOS	Relates to extending provisions of laws permitting certain deductions from wages	Chap. 301
S9370	JACKSON	Relates to presumptive evidence for individuals who participated in the World Trade Center rescue, recovery and clean up operations	Chap. 559
S9381	GIANARIS	Relates to employer violations of certain provisions allowing for workplace safety committees	Senate Calendar
S9403A	RAMOS	Directs the New York state public employment relations board to establish and promulgate rules authorizing an electronic filing program to provide informative materials for employees and employers on its website	Chap. 642
S9424	KENNEDY	Provides for paid family leave after a stillbirth	Passed Senate



Annual Report 2022

New York State Senate
Standing Committee on Labor