

Russell Squire
Chair

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**The City of New York
Community Board 8 Manhattan**

May 19, 2022

Honorable Kathy Hochul
Governor of New York State
NY State Capitol Building
Albany, NY 12224

Honorable Andrea Stewart-Cousins
Senate Majority Leader
172 State Street, Room 330
Albany, NY 12247

Honorable Carl E. Heastie
Speaker of the Assembly
LOB 932
Albany, NY 12248

Honorable Latoya Joyner
Chair, Assembly Standing Committee on Labor
LOB 524
Albany, NY 12248

Honorable Jessica Ramos
Chair, Senate Standing Committee on Labor
Senate Legislative Office Bldg.
Room 946
Albany, NY 12247

RE: Supporting the Elimination Of A Subminimum Wage For People Living With Disabilities and Bills A3103 and S1826

Dear Governor Hochul, Majority Leader Stewart-Cousins, and Speaker Heastie,

At the Full Board meeting of Community Board 8 Manhattan held on May 18, 2022, the board **APPROVED** the following resolution by a vote of 39 in favor, 0 opposed, 1 abstention and 0 not voting for cause:

WHEREAS, New York State labor law contains exceptions that permit certain institutions to pay people living with disabilities a subminimum wage,

WHEREAS, the law was codified in 1938 and has the impact of preventing New York State businesses and organizations from realizing the full contribution and richness of perspectives from an entire community of people in the workplace,

WHEREAS, nine states — including Alaska, Maine, Maryland, New Hampshire, Oregon, Washington, Hawaii, Colorado, California, and Delaware — have passed laws eliminating subminimum wage for people living with disabilities,

WHEREAS, the New York State Assembly and Senate are currently contemplating bill A3103/S1826 to end subminimum wage for people living with disabilities,

THEREFORE BE IT RESOLVED, that Community Board 8 Manhattan urges the chairs of the Labor Committees of both houses to move these bills out of committee, for the Assembly and Senate to pass the bill, and for the Governor to sign it into law.

Please advise us of any action taken on this matter.

Sincerely,

Russell Squire

Russell Squire
Chair

Sarah Chu and Saundrea I. Coleman

Sarah Chu and Saundrea I. Coleman,
Co-Chairs, Social Justice Committee

cc: Honorable Eric Adams, Mayor of the City of New York
Honorable Carolyn Maloney, 12th Congressional District Representative
Honorable Mark Levine, Manhattan Borough President
Honorable Liz Krueger, NYS Senator, 28th Senatorial District
Honorable José M. Serrano, NYS Senator, 29th Senatorial District
Honorable Dan Quart, NYS Assembly Member, 73rd Assembly District
Honorable Rebecca Seawright, NYS Assembly Member 76th Assembly District
Honorable Julie Menin, NYC Council Member, 5th Council District
Honorable Keith Powers, NYC Council Member, 4th Council District

STATE OF NEW YORK

3103

2021-2022 Regular Sessions

IN ASSEMBLY

January 22, 2021

Introduced by M. of A. STECK -- Multi-Sponsored by -- M. of A. BARRON, COLTON, COOK, CRUZ, DE LA ROSA, DeSTEFANO, DICKENS, ENGLEBRIGHT, FRONTUS, GOTTFRIED, HYNDMAN, JACOBSON, M. MILLER, NIOU, J. RIVERA, SANTA-BARBARA, SEAWRIGHT, SIMON, STERN, WEPRIN -- read once and referred to the Committee on Labor

AN ACT to amend the labor law, in relation to the minimum wage for employees with disabilities

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

1 Section 1. The opening paragraph of subdivision 5 of section 651 of
2 the labor law, as amended by chapter 105 of the laws of 2019, is amended
3 to read as follows:

4 "Employee" includes any individual employed or permitted to work by an
5 employer in any occupation, but shall not include any individual who is
6 employed or permitted to work: (a) on a casual basis in service as a
7 part time baby sitter in the home of the employer; (b) in a bona fide
8 executive, administrative, or professional capacity; (c) as an outside
9 salesman; (d) as a driver engaged in operating a taxicab; (e) as a
10 volunteer, learner or apprentice by a corporation, unincorporated asso-
11 ciation, community chest, fund or foundation organized and operated
12 exclusively for religious, charitable or educational purposes, no part
13 of the net earnings of which inures to the benefit of any private share-
14 holder or individual; (f) as a member of a religious order, or as a duly
15 ordained, commissioned or licensed minister, priest or rabbi, or as a
16 sexton, or as a christian science reader; (g) in or for such a religious
17 or charitable institution, which work is incidental to or in return for
18 charitable aid conferred upon such individual and not under any express
19 contract of hire; (h) in or for such a religious, educational or chari-
20 table institution if such individual is a student; (i) [~~in or for such a
21 religious, educational or charitable institution if the earning capacity
22 of such individual is impaired by age or by physical or mental deficien-~~

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

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1 ~~by or injury, (j)~~ in or for a summer camp or conference of such a reli-
2 gious, educational or charitable institution for not more than three
3 months annually; [~~(k)~~] (j) as a staff counselor in a children's camp;
4 [~~(l)~~] (k) in or for a college or university fraternity, sorority,
5 student association or faculty association, no part of the net earnings
6 of which inures to the benefit of any private shareholder or individual,
7 and which is recognized by such college or university, if such individ-
8 ual is a student; [~~(m)~~] (l) by a federal, state or municipal government
9 or political subdivision thereof; [~~(n)~~] (m) as a volunteer at a recre-
10 ational or amusement event run by a business that operates such events,
11 provided that no single such event lasts longer than eight consecutive
12 days and no more than one such event concerning substantially the same
13 subject matter occurs in any calendar year, where (1) any such volunteer
14 shall be at least eighteen years of age, (2) a business seeking coverage
15 under this paragraph shall notify every volunteer in writing, in
16 language acceptable to the commissioner, that by volunteering his or her
17 services, such volunteer is waiving his or her right to receive the
18 minimum wage pursuant to this article, and (3) such notice shall be
19 signed and dated by a representative of the business and the volunteer
20 and kept on file by the business for thirty-six months; or [~~(o)~~] (n) in
21 the delivery of newspapers or shopping news to the consumer by a person
22 who is not performing commercial goods transportation services for a
23 commercial goods transportation contractor within the meaning of article
24 twenty-five-C of this chapter. The exclusions from the term "employee"
25 contained in this subdivision shall be as defined by regulations of the
26 commissioner.

27 § 2. Paragraph (c) of subdivision 5 of section 655 of the labor law,
28 as amended by chapter 747 of the laws of 1978, is amended to read as
29 follows:

30 (c) The wage board may also recommend, to the extent necessary in
31 order to prevent curtailment of opportunities for employment, regu-
32 lations for (1) the employment of learners and apprentices, under
33 special certificates issued by the commissioner, at such wages lower
34 than the minimum wage established by this article and subject to such
35 limitations as to time, number, proportion and length of service as
36 shall be prescribed in such regulation, (2) [~~the employment of individ-~~
37 ~~uals whose earning capacity is affected or impaired by youth or age or~~
38 ~~by physical or mental deficiency or injury, under special certificates~~
39 ~~issued by the commissioner, at such wages lower than the minimum wage~~
40 ~~established by this article and for such period as shall be prescribed~~
41 ~~in such regulation, (3)] the establishment of a period not extending
42 beyond seventeen consecutive weeks during which a resort hotel or camp
43 may employ students under special certificates issued by the commis-
44 sioner, at such wages lower than the minimum wage established by this arti-
45 cle as shall be prescribed in such regulation, and [~~(4)~~] (3) the employ-
46 ment of residential employees in a non-profit making religious,
47 charitable or educational organization or in a non-profit making college
48 or university sorority or fraternity under special certificates issued
49 by the commissioner at such weekly wage as shall be prescribed in such
50 regulation.~~

51 § 3. This act shall take effect on the thirty-first of December next
52 succeeding the date upon which it shall have become a law. Effective
53 immediately, the addition, amendment and/or repeal of any rule or regu-
54 lation by the department of labor necessary for the implementation of
55 this act on its effective date are authorized to be made on or before
56 such effective date.

STATE OF NEW YORK

1828

2021-2022 Regular Sessions

IN SENATE

January 16, 2021

Introduced by Sens. SKOUFIS, BIAGGI, GOUNARDES, SALAZAR, STAVISKY --
read twice and ordered printed, and when printed to be committed to
the Committee on Labor

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employees with disabilities

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3 to read as follows:

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5 employer in any occupation, but shall not include any individual who is
6 employed or permitted to work: (a) on a casual basis in service as a
7 part time baby sitter in the home of the employer; (b) in a bona fide
8 executive, administrative, or professional capacity; (c) as an outside
9 salesman; (d) as a driver engaged in operating a taxicab; (e) as a
10 volunteer, learner or apprentice by a corporation, unincorporated asso-
11 ciation, community chest, fund or foundation organized and operated
12 exclusively for religious, charitable or educational purposes, no part
13 of the net earnings of which inures to the benefit of any private share-
14 holder or individual; (f) as a member of a religious order, or as a duly
15 ordained, commissioned or licensed minister, priest or rabbi, or as a
16 sexton, or as a christian science reader; (g) in or for such a religious
17 or charitable institution, which work is incidental to or in return for
18 charitable aid conferred upon such individual and not under any express
19 contract of hire; (h) in or for such a religious, educational or chari-
20 table institution if such individual is a student; (i) [~~in or for such a
21 religious, educational or charitable institution if the earning capacity
22 of such individual is impaired by age or by physical or mental deficien-
23 cy or injury; (j)~~] in or for a summer camp or conference of such a reli-
24 gious, educational or charitable institution for not more than three

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1 months annually; [~~(k)~~] (j) as a staff counselor in a children's camp;
2 [~~(l)~~] (k) in or for a college or university fraternity, sorority,
3 student association or faculty association, no part of the net earnings
4 of which inures to the benefit of any private shareholder or individual,
5 and which is recognized by such college or university, if such individ-
6 ual is a student; [~~(m)~~] (l) by a federal, state or municipal government
7 or political subdivision thereof; [~~(n)~~] (m) as a volunteer at a recre-
8 ational or amusement event run by a business that operates such events,
9 provided that no single such event lasts longer than eight consecutive
10 days and no more than one such event concerning substantially the same
11 subject matter occurs in any calendar year, where (1) any such volunteer
12 shall be at least eighteen years of age, (2) a business seeking coverage
13 under this paragraph shall notify every volunteer in writing, in
14 language acceptable to the commissioner, that by volunteering his or her
15 services, such volunteer is waiving his or her right to receive the
16 minimum wage pursuant to this article, and (3) such notice shall be
17 signed and dated by a representative of the business and the volunteer
18 and kept on file by the business for thirty-six months; or [~~(o)~~] (n) in
19 the delivery of newspapers or shopping news to the consumer by a person
20 who is not performing commercial goods transportation services for a
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24 commissioner.

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31 special certificates issued by the commissioner, at such wages lower
32 than the minimum wage established by this article and subject to such
33 limitations as to time, number, proportion and length of service as
34 shall be prescribed in such regulation, (2) [~~the employment of individ-~~
35 ~~uals whose earning capacity is affected or impaired by youth or age or~~
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39 ~~in such regulation, (3)] the establishment of a period not extending
40 beyond seventeen consecutive weeks during which a resort hotel or camp
41 may employ students under special certificates issued by the commis-
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43 cle as shall be prescribed in such regulation, and [~~(4)~~] (3) the employ-
44 ment of residential employees in a non-profit making religious,
45 charitable or educational organization or in a non-profit making college
46 or university sorority or fraternity under special certificates issued
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51 immediately, the addition, amendment and/or repeal of any rule or regu-
52 lation by the department of labor necessary for the implementation of
53 this act on its effective date are authorized to be made on or before
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