

KEY PROVISIONS: FARMWORKERS FAIR LABOR PRACTICES ACT (S2837/A2750)

New York's farmworkers form the backbone of the state's multi-billion-dollar agricultural industry, but these workers are excluded from basic labor law protections under state and federal law. This statutory relic of the Jim Crow era deprives more than 80,000 farmworkers of the rights that other workers take for granted.

The Farmworkers Fair Labor Practices Act would end this injustice.

This new law would:

- Establish an 8-hour workday for farmworkers
- Provide farmworkers overtime pay of at least time and one half, after 8 hours of work
- Allow farmworkers one day of rest each week, which they may decline
- Give farmworkers the right to organize and bargain collectively for the purposes of representing and protecting their interests
- Ensure that farmworker housing facilities meet basic standards under the Sanitary Code, including: structurally safe buildings, clean water, adequate light and ventilation, and facilities for sewage disposal
- Provide farmworkers with Unemployment Insurance when laid off from work or when terminated
- Require employers to provide Workers' Compensation benefits to farmworkers who are injured during the course of employment
- Require foremen or supervisors who learn of farmworker injuries on the job, to inform the farm owner of those injuries
- Allow farmworkers to receive Disability benefits when unable to work due to non-job related sickness or injuries
- Prohibit employers from discharging or discriminating against farmworkers who request a claim form in order to seek Workers' Compensation for injuries suffered on the job
- Require the posting of notices that inform farmworkers of their right to Workers' Compensation benefits, as required by law, not only in English, but in the language of the workers