



LABOR CHANGES JANUARY 1, 2020

There are many labor changes taking effect January 1, 2020. Cornell Cooperative Extension has compiled this list of resources that includes a summary of the changes in addition to links to the required forms or rules. For the NYS list of changes you can review this [Document](#) and use this [Checklist](#) to make sure you are compliant.

NYS DOL Pay Notice and Work Agreement:

Employers are required to provide information contained in this form to all employees at the time of hiring and 7 days prior to reducing an employee's wages.

-*Form LS309* -Spanish: [Form LS309S](#)

Day of Rest:

Employers must offer at least one day (24 consecutive hours) of rest in every calendar week. The employer must designate, and notify the worker in advance of, their day of rest. Employees can voluntarily work on the day of rest, but the employer must pay the overtime rate. Employers must keep a weekly record of hours and days worked.

Mandated Overtime Above 60 hours of Work:

On January 1, 2020 New York farms will be required to pay overtime wages (1.5 times the 'regular rate of pay') for nearly all employees that work over 60 hours a week.

-This [Cornell Cooperative Extension Bulletin](#) will help you evaluate the various method for your farm to manage the potential increases in labor costs caused by this change.

-This [Cornell Spreadsheet](#) will aid you in tracking and calculating the correct overtime rate and pay amount.

Disability Benefits and Paid Family Leave:

Farm employers, owners and operators are required to provide disability benefits and NY Paid Family Leave coverage to eligible farm laborers.

-Here is the List of [Approved Carriers](#) by NYS

Workers' Compensation:

Employers are required to provide workers' compensation coverage for their employees regardless of annual payroll. All posters must be displayed in English and Spanish. Employers get these posters from their insurance carrier, or, if self-insured, from the Workers' Compensation Board by emailing Certificates@wcb.ny.gov. New notice requirements for farm contractors: Employers should be aware, and make sure their farm contractors are aware, that upon receiving notice of an injury or illness, farm contractors must notify the employer, owner or operator of the farm where the injury occurred.

-Here is Information on [Insurance Companies](#)

Right to Organize (Labor Unions):

The new law permitting farm employee unions is a state law and will be administered by the NY Public Employee Relations Board (PERB). The new law has a clause in it that says: "It shall be an unfair labor practice for an agricultural employer to discourage union organization or to discourage an employee from participating in a union organizing drive, engaging in protected concerted activity, or otherwise exercising the rights guaranteed under this article." It remains to be seen how strictly the state will interpret and enforce this clause.

-Here is a summary of ["What you can say to your employees"](#)

Additional Resources:

[Ag Workforce Development](#)

[NYS Sexual Harassment Prevention](#)

["Big Changes to NYS Farm Employment Laws"](#)