

NEW PROTECTIONS AND BENEFITS FOR ALL NYC WORKERS

With 4.5 million workers and the lowest unemployment in decades, the NYC economy is incredibly strong. But not all workers have benefitted from the upswing. Approximately 400,000 freelance and for-hire workers receive no benefits – no paid time off, limited insurance against getting stiffed on pay, no help with employer disputes. The de Blasio Administration is standing up for all NYC workers by expanding the mission and the name of the Department of Consumer Affairs to the Department of Consumer and Worker Protection.

Enhancing the Department of Consumer and Worker Protection

50 years after its establishment as the first municipal Department of Consumer Affairs, the agency will expand to become the Department of Consumer and Worker Protection. With a powerful new mandate, DCWP will:

- Protect consumers by investigating businesses and enforcing consumer-protection laws
- Protect workers by enforcing City laws like Paid Safe and Sick Leave and Fair Workweek, and intervening when a for-hire worker is mistreated or a freelancer's pay is delayed.
- Expand its compliance and outreach work relating to the Freelance Isn't Free Law, which to date has secured payment for 85% of freelancers with grievances, recovering over \$600,000 in unpaid earnings.
- Use expanded enforcement powers, via new legislation, to enshrine ability to seek restitution for consumers and workers, conduct unannounced worksite inspections and levy fines for unlicensed business practices.

Paid Personal Time

More than 500,000 New Yorkers in big box retailers, non-union hotels, and even white collar jobs like real estate brokers are unable to take a paid day off. We're changing that by proposing a Paid Personal Time Law which will:

- Ensure 10 days paid personal time
- Apply to every business with five or more employees
- Make NYC the first American city or state to mandate paid time off for all part-time and full-time workers

Alternative Dispute Resolution for Domestic Workers

Over 200,000 New Yorkers who are paid caregivers and other domestic workers, many of whom are immigrants, don't generally have a human resources department to turn to when they encounter a workplace problem like wage theft or sexual harassment. Similarly, families that seek to do the right thing by their domestic workers often lack institutional support and sufficient tools to help them offer the best possible employment conditions. That's why we're developing a free, uniquely tailored Alternative Dispute resolution program to help protect them. Working with a team of industry experts and community organizations, DCWP's alternative dispute resolution program will:

- Involve a neutral facilitator, the paid care worker, the employer and DCWP's Paid Care Advocate
- Focus on wage and hour claims and any retaliatory termination associated with such claims
- Apply to most recent 2 years of employment and have a \$30k dispute cap to maximize nature of a non-adversarial/collaborative process
- Be a confidential process to protect all parties

Building Portable Benefits Models

Many working New Yorkers lack access to quality benefit packages through their work. This is especially true of independent contractors, part time employees, employees of small businesses, and low-wage workers generally. Working in partnership with City Council, outside benefits experts and worker organizations, we will conduct a study on ways to design and implement new portable benefits models in NYC and focus on the creation of a new entity that could offer such benefits to New Yorkers. Initial efforts will focus on working with the City Council to develop a benefits fund for taxi and for-hire-vehicle drivers. These efforts will position New York City at the forefront of protections for contingent workers, at a time when national trends and federal law are not evolving to keep up with the changing nature of work.