

Fringe Benefits

Section 198c of the New York State Labor Law

Section 198c. Benefits or wage supplements.

1. In addition to any other penalty or punishment otherwise prescribed by law, any employer who is party to an agreement to pay or provide benefits or wage supplements to employees or to a third party or fund for the benefit of employees and who fails, neglects or refuses to pay the amount or amounts necessary to provide such benefits or furnish such supplements within thirty days after such payments are required to be made, shall be guilty of a misdemeanor, and upon conviction shall be punished as provided in section on hundred ninety-eight-a of this article. Where such employer is a corporation, the president, secretary, treasurer or officers exercising corresponding functions shall each be guilty of a misdemeanor.
2. As used in this section, the term “benefits or wage supplements” includes, but is not limited to, reimbursement for expenses; health, welfare and retirement benefits; and vacation, separation or holiday pay.
3. This section shall not apply to any person in a bona fide executive, administrative, or professional capacity whose earnings are in excess of nine hundred dollars a week.

For more information, write or call the nearest office of the Division of Labor Standards, New York State Department of Labor, listed below:

Albany District
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Bldg. 12, Room 185A
Albany, NY 12226
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Buffalo District
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Garden City District
400 Oak Street
Suite 102
Garden City, NY 11530
(516) 794-8195

Syracuse District
33 East Washington St.
Room 121
Syracuse, NY 13202
(315) 428-4057

Bronx District
55 Hanson Place
11th Floor
Brooklyn, NY 11217
(212) 775-3719

New York City District
55 Hanson Place
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Rochester District
276 Waring Road
Room 104
Rochester, NY 14609
(585) 258-4550

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120 Bloomingdale Road
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