

STATE OF NEW YORK

7577

2021-2022 Regular Sessions

IN SENATE

December 8, 2021

Introduced by Sen. BROUK -- read twice and ordered printed, and when printed to be committed to the Committee on Rules

AN ACT to amend the labor law, in relation to workplace mental health

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

1 Section 1. The labor law is amended by adding two new sections 218-c
2 and 218-d to read as follows:

3 § 218-c. Posting of information regarding mental health awareness and
4 resources. The commissioner, in consultation with the commissioner of
5 the office of mental health, shall create and distribute to employers in
6 this state a poster, pamphlet, or other written materials regarding
7 mental health and wellness of employees. Such materials shall include
8 information about mental health issues and resources available to
9 employees with possible mental health concerns including, but not limit-
10 ed to, hotlines and websites maintained by local, state or national
11 organizations offering mental health services, and the rights of workers
12 with psychiatric disabilities pursuant to the Americans with Disabili-
13 ties Act (ADA). Every employer shall post such poster, pamphlets or
14 other written materials in his or her establishment or place of busi-
15 ness, in a place accessible to his or her employees and in a visually
16 conspicuous manner.

17 § 218-d. The commissioner, in consultation with the commissioner of
18 the office of mental health, shall establish a framework and voluntary
19 standards for addressing mental health in the workplace to reduce mental
20 health stigma, increase public, employee, and employer awareness of
21 mental health issues, and provide guidance to employers to put in place
22 strategies and programs to support the mental health and wellness of
23 their employees. Such strategies and programs may include, but not be
24 limited to, an employer sponsored website or online portal for resources
25 and guidelines included in an employee handbook, posters,

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

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1 written/digital resources for workplace mental health, and guidelines
2 regarding best practices for businesses.

3 § 2. This act shall take effect on the one hundred eightieth day after
4 it shall have become a law.