

# STATE OF NEW YORK

3176

2025-2026 Regular Sessions

## IN ASSEMBLY

January 23, 2025

Introduced by M. of A. COLTON, COOK, FALL, RIVERA, McDONOUGH, HYNDMAN, STECK, CRUZ, DeSTEFANO, EPSTEIN -- Multi-Sponsored by -- M. of A. WALKER -- read once and referred to the Committee on Labor

AN ACT to amend the labor law, in relation to requiring that state agencies must protect salary and benefits of state employees whose positions are eliminated as a result of privatization, reorganization, closure or a reduction in work force

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 a new section 202-m to  
2 read as follows:

3 § 202-m. Salary and benefits protection - state employee transfer. A  
4 state employee whose position is eliminated as a result of privatiza-  
5 tion, reorganization of an agency, closure of or a reduction in force at  
6 an agency, or other actions by the legislature and who is subsequently  
7 transferred to a different position in a state agency is entitled to:

8 1. the same hourly salary as previously received if the new position  
9 is at the same grade level or higher as the one previously held;

10 2. retain all accrued sick leave credits;

11 3. retain, cash out, or use accrued vacation leave credits to extend  
12 the employee's effective layoff date; and

13 4. relocation expenses which must be paid by the hiring agency.

14 § 2. This act shall take effect immediately.

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

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