

# STATE OF NEW YORK

6945

2025-2026 Regular Sessions

## IN ASSEMBLY

March 18, 2025

Introduced by M. of A. SANTABARBARA -- read once and referred to the  
Committee on Transportation

AN ACT to amend the transportation law and the state finance law, in  
relation to establishing incentives for attracting and retaining air  
traffic controllers in New York state

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

1 Section 1. The transportation law is amended by adding a new section  
2 14-o to read as follows:

3 § 14-o. Air traffic controller retention and incentive program. 1.  
4 There is hereby established an air traffic controller retention and  
5 incentive program which shall be administered by the department of  
6 transportation. Such program will provide the following financial  
7 incentives to federally employed air traffic controllers working at  
8 airports in New York state, in amounts to be determined by the commis-  
9 sioner of transportation:

10 (a) Signing bonuses for newly hired air traffic controllers.

11 (b) Retention bonuses for air traffic controllers who remain employed  
12 in New York state for a specified time period, to be determined by the  
13 commissioner of transportation.

14 (c) Relocation assistance for newly hired air traffic controllers  
15 employed at airports with staffing shortages who move to New York state  
16 for such employment.

17 2. The commissioner of transportation shall allocate funding from the  
18 air traffic controller retention and incentive program to:

19 (a) create partnerships with the state university of New York and the  
20 city university of New York to develop specialized training and certif-  
21 ication programs for aspiring air traffic controllers;

22 (b) provide scholarships and grants for New York residents pursuing  
23 careers in air traffic control, with a focus on expanding access to  
24 underrepresented and underserved communities;

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

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1 (c) implement cost-of-living adjustments to ensure fair and compet-  
2 itive wages for air traffic controllers; and  
3 (d) ensure that wage supplements remain competitive and responsive to  
4 inflation and living expenses.

5 3. The department of transportation, in collaboration with the federal  
6 aviation administration, shall develop workforce development initiatives  
7 to improve recruitment, working conditions, and job satisfaction for air  
8 traffic controllers in New York state.

9 4. Funding for the air traffic controller retention and incentive  
10 program shall be allocated through the air traffic controller retention  
11 and incentive fund established pursuant to section ninety-seven-bbbbb of  
12 the state finance law.

13 § 2. The state finance law is amended by adding a new section 97-bbbbb  
14 to read as follows:

15 § 97-bbbbb. Air traffic controller retention and incentive fund. 1.  
16 There is hereby established in the joint custody of the commissioner of  
17 transportation and the comptroller a special fund to be known as the  
18 "air traffic controller retention and incentive fund".

19 2. Such fund shall consist of all revenues received pursuant to the  
20 provisions of section fourteen-o of the transportation law and all other  
21 moneys appropriated, credited, or transferred thereto from any other  
22 fund or source pursuant to law. Any interest received by the comptroller  
23 on moneys on deposit in such fund shall be retained in and become part  
24 of such fund.

25 3. The monies of the fund shall be made available to the department of  
26 transportation for the purpose of administering the air traffic control-  
27 ler retention and incentive program pursuant to section fourteen-o of  
28 the transportation law.

29 4. Monies shall be payable from the fund on the audit and warrant of  
30 the comptroller on vouchers approved and certified by the commissioner  
31 of transportation.

32 § 3. This act shall take effect on the first of January next succeed-  
33 ing the date on which it shall have become a law.