STATE OF NEW YORK

8425

2025-2026 Regular Sessions

IN ASSEMBLY

May 15, 2025

Introduced by M. of A. STERN -- read once and referred to the Committee on Veterans' Affairs

AN ACT to amend the veterans' services law, in relation to directing the department of veterans' services to conduct a study about veterans' employment review

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

Section 1. The veterans' services law is amended by adding a new section 29-e to read as follows:

§ 29-e. Veterans' employment review. 1. Legislative intent. It is only proper that those in government help the heroes who volunteered to serve in the military make a successful transition to civilian life and employment.

Leaving military service for civilian employment can be challenging for many veterans who may have difficulty translating military qualifications, skills, and experiences when applying to civilian jobs. Yet, veterans have a diverse pool of skill sets that make them invaluable assets in a wide variety of fields across the public and private sectors and possess a wealth of experience that would be helpful in any employment situation, whether as a team member or in a leadership role.

The legislature is aware that the current federal government has been reducing the federal workforce with a disproportionate impact on veterans. It is therefore, important that the state of New York increase its efforts to help those veterans who have recently been displaced from their careers in the federal government and help them find a path to employment and success in the state of New York.

2. Study established. The department, in consultation with the departments of civil service and labor, the governor's office of employee relations, at least two representatives of labor organizations as defined in section two hundred ninety-two of the executive law, and the president of the New York state county veterans' service officers asso-

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

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ciation, is hereby authorized and directed to conduct a study regarding veterans' employment opportunities and incentives. Such study shall be completed and a report submitted to the governor, the temporary president of the senate, and the speaker of the assembly on or before December thirty-first, two thousand twenty-seven.

3. Study requirements. The veterans' employment review shall comprehensively study efforts that can be made to improve and increase veteran employment opportunities in the state including but not limited to:

(a) reviewing the current system of awarding civil service credit pursuant to law, including the requirements of section six of article five of the state constitution;

(b) analyzing the benefits of awarding civil service credit to veterans based on a variety of different factors including, but not limited to, military occupational specialty, combat experience, or the award of certain decorations, medals, badges, citations and campaign ribbons;

(c) reviewing the adequacy of employment protections for veterans in current law;

(d) reviewing methods, including the awarding of additional civil service credits, that can be implemented by employers to more easily facilitate the recruitment and onboarding of veteran employees who are former employees of the federal government and who were dismissed from federal employment on or after January twentieth, two thousand twenty-five, including but not limited to those under Executive Order 14210, 90 Federal Registry 9669 (February 11, 2025); and

(e) providing recommendations on additional incentives that employers can use to recruit and retain veteran employees.

4. Definition. The term "employer" shall have the same meaning as defined in section two hundred ninety-two of the executive law.

§ 2. This act shall take effect on the sixtieth day after it shall have become a law.