STATE OF NEW YORK

9322

2025-2026 Regular Sessions

IN ASSEMBLY

December 10, 2025

Introduced by M. of A. PHEFFER AMATO -- read once and referred to the Committee on Governmental Employees

AN ACT directing the state civil service commission to amend the sick leave accrual rates for state employees designated managerial or confidential

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

Section 1. The state civil service commission shall amend 4 NYCRR 28-1.3 to provide that state employees designated managerial or confidential and subject to the attendance rules of the state of New York shall be credited with sick leave at the rate of 13 days per year, effective with the first biweekly administration and institutional payroll periods following April 1, 2026. All such full-time employees shall earn sick leave at the rate of 3.75 or 4 hours per biweekly payroll period, based on whether they occupy a 37.5 or 40 hour per week position, respectively. Such employees shall be eligible to accrue 225 days of sick leave credits. Such employees shall be eligible to be granted and use sick leave at half-pay upon the exhaustion of their sick leave accruals. The cumulative total of all sick leave at half-pay granted to an eligible employee during their state service shall not exceed one payroll period for each completed six months of state service. Employees currently enrolled in the state of New York M/C Income Protection Plan (IPP) shall have a one-time voluntary option to remain in the IPP. Such employees affirmatively opting to remain in the IPP shall instead be credited with sick leave at the rate of 4 days for every six-month period, not to exceed 8 days over 12 consecutive months. A decision to remain in the IPP shall be irrevocable. Employees hired or promoted into a position designated managerial or confidential shall have a one-time voluntary option to join the IPP. A decision to enroll in the IPP is irrevocable. Such employees affirmatively opting to newly enroll in the IPP shall instead be credited with sick leave at the rate

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

LBD11977-02-5

of 4 days for every six-month period, not to exceed 8 days over 12 consecutive months.

§ 2. This act shall take effect immediately and shall be deemed to have been in full force and effect on and after April 1, 2026.