

STATE OF NEW YORK

3944

2025-2026 Regular Sessions

IN SENATE

January 30, 2025

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

AN ACT to amend the workers' compensation law, in relation to paid family leave and bereavement

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

1 Section 1. Subdivision 15 of section 201 of the workers' compensation
2 law, as added by section 2 of part SS of chapter 54 of the laws of 2016,
3 is amended to read as follows:

4 15. "Family leave" shall mean any leave taken by an employee from
5 work: (a) to participate in providing care, including physical or
6 psychological care, for a family member of the employee made necessary
7 by a serious health condition of the family member including bereavement
8 upon the death of such family member; or (b) to bond with the employee's
9 child during the first twelve months after the child's birth, or the
10 first twelve months after the placement of the child for adoption or
11 foster care with the employee; or (c) because of any qualifying exigency
12 as interpreted under the family and medical leave act, 29 U.S.C.S §
13 2612(a)(1)(e) and 29 C.F.R. S.825.126(a)(1)-(8), arising out of the fact
14 that the spouse, domestic partner, child, or parent of the employee is
15 on active duty (or has been notified of an impending call or order to
16 active duty) in the armed forces of the United States; or (d) leave
17 taken for the purposes of bereavement due to the death of a family
18 member.

19 § 2. Paragraph (b) of subdivision 2 of section 205 of the workers'
20 compensation law, as added by section 6 of part SS of chapter 54 of the
21 laws of 2016, is amended to read as follows:

22 (b) For any period of family leave wherein the notice and medical
23 certification, or death certificate, as prescribed by the chair has not
24 been filed. At the discretion of the chair or chair's designee pursuant
25 to section two hundred twenty-one of this article, the family member who

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

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1 is the recipient of care may be required to submit to a physical exam-
2 ination by a qualified health care provider unless such family member is
3 unable to be examined due to death. Such examination shall be paid for
4 by the carrier; and

5 § 3. Subdivision 5 of section 205 of the workers' compensation law, as
6 added by section 6 of part SS of chapter 54 of the laws of 2016, is
7 amended to read as follows:

8 5. In any case in which the necessity for family leave is foreseeable
9 based on an expected birth or placement, the employee shall provide the
10 employer with not less than thirty days notice before the date the leave
11 is to begin, of the employee's intention to take family leave under this
12 article, except that if the date of the birth or placement requires
13 leave to begin in less than thirty days, the employee shall provide such
14 notice as is practicable. In any case in which the necessity for family
15 leave is foreseeable based on planned medical treatment, the employee
16 shall provide the employer with not less than thirty days notice, before
17 the date the leave is to begin, of the employees intention to take fami-
18 ly leave under this article, except that if the date of the treatment
19 requires leave to begin in less than thirty days, the employee shall
20 provide such notice as is practicable. In the case of family leave due
21 to bereavement notice shall be provided as soon as practicable.

22 § 4. Subdivision 1 of section 217 of the workers' compensation law, as
23 amended by section 16 of part SS of chapter 54 of the laws of 2016, is
24 amended to read as follows:

25 1. Written notice and proof of disability or proof of need for family
26 leave shall be furnished to the employer by or on behalf of the employee
27 claiming benefits or, in the case of a claimant under section two
28 hundred seven of this article, to the chair, within thirty days after
29 commencement of the period of disability. Additional proof shall be
30 furnished thereafter from time to time as the employer or carrier or
31 chair may require but not more often than once each week. Such proof
32 shall include a statement of disability by the employee's attending
33 physician or attending podiatrist or attending chiropractor or attending
34 dentist or attending psychologist or attending certified nurse midwife
35 or family leave care recipient's health care provider, or in the case of
36 an employee who adheres to the faith or teachings of any church or
37 denomination, and who in accordance with its creed, tenets or principles
38 depends for healing upon prayer through spiritual means alone in the
39 practice of religion, by an accredited practitioner, containing facts
40 and opinions as to such disability in compliance with regulations of the
41 chair. In the event that the claimant is eligible for family leave due
42 to bereavement, a death certificate shall serve as proof of need of
43 leave. Failure to furnish notice or proof within the time and in the
44 manner above provided shall not invalidate the claim but no benefits
45 shall be required to be paid for any period more than two weeks prior to
46 the date on which the required proof is furnished unless it shall be
47 shown to the satisfaction of the chair not to have been reasonably
48 possible to furnish such notice or proof and that such notice or proof
49 was furnished as soon as possible; provided, however, that no benefits
50 shall be paid unless the required proof of disability is furnished with-
51 in the period of actual disability or family leave that does not exceed
52 the statutory maximum period permitted under section two hundred four of
53 this article. No limitation of time provided in this section shall run
54 as against any disabled employee who is mentally incompetent, or phys-
55 ically incapable of providing such notice as a result of a serious

1 medical condition, or a minor so long as such person has no guardian of
2 the person and/or property.

3 § 5. Subdivisions 3 and 4 of section 217 of the workers' compensation
4 law, as amended by section 16 of part SS of chapter 54 of the laws of
5 2016, are amended to read as follows:

6 3. The chair or chair's designee, pursuant to section two hundred
7 twenty-one of this article, may direct the claimant or family leave care
8 recipient to submit to examination by a health care provider designated
9 by ~~[him or her]~~ the chair or chair's designee in any case in which the
10 claim to disability or family leave benefits is contested and in claims
11 arising under section two hundred seven of this article, and in other
12 cases as the chair or board may require. In the event that the family
13 member or the family leave care recipient is unable to be examined due
14 to death, this section shall not apply.

15 4. Refusal of the claimant or family leave care recipient without good
16 cause to submit to any such examination shall disqualify the claimant or
17 employee from all benefits hereunder for the period of such refusal,
18 except as to benefits already paid. In the event that the family member
19 or family leave care recipient is unable to be examined due to death,
20 this section shall not apply.

21 § 6. This act shall take effect immediately and shall apply to all
22 policies or contracts issued, renewed, modified, altered or amended on
23 or after January 1, 2027.