

STATE OF NEW YORK

4056

2025-2026 Regular Sessions

IN SENATE

January 31, 2025

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

AN ACT to amend the labor law, in relation to permitting school districts and childcare businesses to look at the social media accounts of prospective employees

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

1 Section 1. Paragraph (c) of subdivision 1 of section 201-i of the
2 labor law, as added by chapter 367 of the laws of 2023, is amended to
3 read as follows:

4 (c) "Employer" means (i) a person or entity engaged in a business,
5 industry, profession, trade or other enterprise in the state; (ii) the
6 state of New York; (iii) a county, city, town, village or any other
7 political subdivision or civil division of the state; (iv) [~~a school~~
8 ~~district~~ ~~or~~] any government entity operating a [~~public school,~~
9 college~~,~~] or university; (v) a public improvement or special district;
10 (vi) a public authority, commission or public benefit corporation; or
11 (vii) any other public corporation, agency, instrumentality or unit of
12 government which exercises governmental power under the laws of the
13 state; and (viii) shall include an agent, representative or designee of
14 the employer.

15 § 2. Subdivision 6 of section 201-i of the labor law, as added by
16 chapter 367 of the laws of 2023, is amended to read as follows:

17 6. The provisions of this section shall not apply to any law enforce-
18 ment agency, a fire department [~~or~~], a department of corrections and
19 community supervision, a school district, or any entity licensed pursu-
20 ant to section three hundred ninety of the social services law.

21 § 3. This act shall take effect immediately.

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

LBD07539-01-5