

STATE OF NEW YORK

8611

2025-2026 Regular Sessions

IN SENATE

December 8, 2025

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

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:

1 Section 1. The state civil service commission shall amend 4 NYCRR
2 28-1.3 to provide that state employees designated managerial or confi-
3 dential and subject to the attendance rules of the state of New York
4 shall be credited with sick leave at the rate of 13 days per year,
5 effective with the first biweekly administration and institutional
6 payroll periods following April 1, 2026. All such full-time employees
7 shall earn sick leave at the rate of 3.75 or 4 hours per biweekly
8 payroll period, based on whether they occupy a 37.5 or 40 hour per week
9 position, respectively. Such employees shall be eligible to accrue 225
10 days of sick leave credits. Such employees shall be eligible to be
11 granted and use sick leave at half-pay upon the exhaustion of their sick
12 leave accruals. The cumulative total of all sick leave at half-pay
13 granted to an eligible employee during their state service shall not
14 exceed one payroll period for each completed six months of state
15 service. Employees currently enrolled in the state of New York M/C
16 Income Protection Plan (IPP) shall have a one-time voluntary option to
17 remain in the IPP. Such employees affirmatively opting to remain in the
18 IPP shall instead be credited with sick leave at the rate of 4 days for
19 every six-month period, not to exceed 8 days over 12 consecutive months.
20 A decision to remain in the IPP shall be irrevocable. Employees hired or
21 promoted into a position designated managerial or confidential shall
22 have a one-time voluntary option to join the IPP. A decision to enroll
23 in the IPP is irrevocable. Such employees affirmatively opting to newly
24 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.

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1 of 4 days for every six-month period, not to exceed 8 days over 12
2 consecutive months.
3 § 2. This act shall take effect immediately and shall be deemed to
4 have been in full force and effect on and after April 1, 2026.