

3004

2015-2016 Regular Sessions

I N S E N A T E

February 2, 2015

Introduced by Sens. ADDABBO, AVELLA, BRESLIN, DILAN, ESPAILLAT, HASSELL-THOMPSON, HOYLMAN, KENNEDY, KRUEGER, MONTGOMERY, PARKER, PERALTA, PERKINS, RIVERA, SAMPSON, SANDERS, SERRANO, SQUADRON, STAVISKY -- read twice and ordered printed, and when printed to be committed to the Committee on Labor

AN ACT to amend the workers' compensation law and the insurance law, in relation to providing benefits for injury or sickness, pregnancy or family leave

THE PEOPLE OF THE STATE OF NEW YORK, REPRESENTED IN SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

1 Section 1. Subdivision 2 of section 76 of the workers' compensation  
2 law, as added by chapter 600 of the laws of 1949, is amended to read as  
3 follows:  
4 2. The purposes of the state insurance fund herein created are hereby  
5 enlarged to provide [for the] insurance [by the state insurance fund of]  
6 FOR the payment of the benefits required by section two hundred four of  
7 this chapter, INCLUDING BENEFITS FOR FAMILY CARE PROVIDED EITHER IN THE  
8 SAME POLICY WITH OR IN A SEPARATE POLICY FROM BENEFITS FOR DISABILITY  
9 RESULTING FROM INJURY, SICKNESS OR PREGNANCY OF AN EMPLOYEE, AND AS  
10 PROVIDED PURSUANT TO SECTION TWO HUNDRED ELEVEN-A OF THIS CHAPTER. A  
11 separate fund is hereby created within the state insurance fund, which  
12 shall be known as the "disability benefits fund", and which shall  
13 consist of all premiums received and paid into said fund on account of  
14 such insurance, all securities acquired by and through the use of moneys  
15 belonging to said fund and of interest earned upon moneys belonging to  
16 said fund and deposited or invested as herein provided. Said disability  
17 benefits fund shall be applicable to the payment of benefits, expenses  
18 and assessments on account of insurance written pursuant to article nine  
19 of this chapter.

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

LBD03590-01-5

1 S 2. The section heading and the first undesignated paragraph of  
2 section 120 of the workers' compensation law, as amended by chapter 61  
3 of the laws of 1989, are amended to read as follows:

4 Discrimination against employees [who bring proceedings]. It shall be  
5 unlawful for any employer or his or her duly authorized agent to  
6 discharge or in any other manner discriminate against an employee as to  
7 his or her employment because such employee has claimed or attempted to  
8 claim compensation from such employer, OR CLAIMED OR ATTEMPTED TO CLAIM  
9 ANY BENEFITS PROVIDED UNDER THIS CHAPTER, or because he or she has  
10 testified or is about to testify in a proceeding under this chapter and  
11 no other valid reason is shown to exist for such action by the employer.

12 S 3. Subdivision 9 of section 201 of the workers' compensation law is  
13 amended by adding two new paragraphs C and D to read as follows:

14 C. "DISABILITY" ALSO INCLUDES FAMILY CARE, AS DEFINED IN SUBDIVISION  
15 FIFTEEN OF THIS SECTION.

16 D. UNLESS OTHERWISE SET FORTH IN THIS ARTICLE, ALL PROVISIONS OF THIS  
17 ARTICLE APPLICABLE TO "DISABILITY" SHALL APPLY TO (I) DISABILITY ARISING  
18 FROM INJURY OR SICKNESS; (II) DISABILITY CAUSED BY OR IN CONNECTION WITH  
19 PREGNANCY; AND (III) FAMILY CARE. UNLESS OTHERWISE SET FORTH IN THIS  
20 ARTICLE, ALL PROVISIONS OF THIS ARTICLE APPLICABLE TO A "DISABLED  
21 EMPLOYEE" SHALL APPLY TO EMPLOYEES IN NEED OF TIME OFF FOR THE PURPOSES  
22 OF SUBPARAGRAPHS (I), (II) AND (III) OF THIS PARAGRAPH.

23 S 4. Subdivision 14 of section 201 of the workers' compensation law,  
24 as added by chapter 600 of the laws of 1949 and as renumbered by chapter  
25 438 of the laws of 1964, is amended to read as follows:

26 14. "A day of disability" means any day on which the employee was  
27 prevented from performing work because of disability, INCLUDING ANY DAY  
28 WHICH THE EMPLOYEE USES FOR FAMILY CARE, and for which [he] THE EMPLOYEE  
29 has not received his OR HER regular remuneration.

30 S 5. Section 201 of the workers' compensation law is amended by adding  
31 twelve new subdivisions 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25 and  
32 26 to read as follows:

33 15. "FAMILY CARE" SHALL MEAN ANY LEAVE TAKEN BY AN EMPLOYEE FROM WORK:

34 A. TO PARTICIPATE IN PROVIDING CARE, INCLUDING PHYSICAL OR PSYCHOLOG-  
35 ICAL CARE, FOR A FAMILY MEMBER OF THE EMPLOYEE MADE NECESSARY BY A SERI-  
36 OUS HEALTH CONDITION OF THE FAMILY MEMBER; OR

37 B. TO BOND WITH THE EMPLOYEE'S CHILD DURING THE FIRST TWELVE MONTHS  
38 AFTER THE CHILD'S BIRTH, OR THE FIRST TWELVE MONTHS AFTER THE PLACEMENT  
39 OF THE CHILD FOR ADOPTION OR FOSTER CARE WITH THE EMPLOYEE.

40 C. BECAUSE OF ANY QUALIFYING EXIGENCY AS INTERPRETED UNDER THE FAMILY  
41 AND MEDICAL LEAVE ACT, 29 U.S.C. S 2612(A)(1)(E) AND 29 C.F.R. S  
42 825.126(A)(1)-(8), ARISING OUT OF THE FACT THAT THE SPOUSE, DOMESTIC  
43 PARTNER, CHILD, OR PARENT OF THE EMPLOYEE IS ON ACTIVE DUTY (OR HAS BEEN  
44 NOTIFIED OF AN IMPENDING CALL OR ORDER TO ACTIVE DUTY) IN THE ARMED  
45 FORCES OF THE UNITED STATES.

46 16. "CHILD" MEANS A BIOLOGICAL, ADOPTED OR FOSTER CHILD, A STEP-CHILD,  
47 A LEGAL WARD OR A CHILD OF A PERSON WHO STANDS IN PARENTAL RELATIONSHIP  
48 TO THE CHILD.

49 17. "DOMESTIC PARTNER" HAS THE MEANING SET FORTH IN SUBDIVISION ONE OF  
50 SECTION FOUR OF THIS CHAPTER.

51 18. "SERIOUS HEALTH CONDITION" MEANS AN ILLNESS, INJURY, IMPAIRMENT,  
52 OR PHYSICAL OR MENTAL CONDITION THAT:

53 A. REQUIRES INPATIENT CARE IN A HOSPITAL, HOSPICE OR RESIDENTIAL  
54 HEALTH CARE FACILITY; OR

55 B. REQUIRES CONTINUING TREATMENT BY A HEALTH CARE PROVIDER.

1 19. "PARENT" MEANS BIOLOGICAL OR ADOPTIVE PARENT, STEP-PARENT OR  
2 PERSON WHO STOOD IN PARENTAL RELATIONSHIP TO AN EMPLOYEE.

3 20. "FAMILY MEMBER" MEANS A CHILD, SPOUSE, DOMESTIC PARTNER, PARENT,  
4 GRANDCHILD, GRANDPARENT, SIBLING OR PARENT OF A SPOUSE OR DOMESTIC PART-  
5 NER.

6 21. "PARENTAL RELATIONSHIP" IS A RELATIONSHIP IN WHICH A PERSON  
7 ASSUMES THE OBLIGATIONS INCIDENT TO PARENTHOOD FOR A CHILD AND ACTUALLY  
8 DISCHARGES THOSE OBLIGATIONS, OR A RELATIONSHIP IN WHICH A PERSON  
9 ASSUMED THOSE OBLIGATIONS AND DISCHARGED THEM BEFORE THE CHILD ATTAINED  
10 ADULTHOOD. A BIOLOGICAL OR LEGAL RELATIONSHIP IS NOT NECESSARY.

11 22. "GRANDCHILD" MEANS THE CHILD OF A CHILD.

12 23. "HEALTH CARE PROVIDER" MEANS A HEALTH CARE PRACTITIONER WHO IS  
13 LICENSED UNDER RELEVANT FEDERAL OR STATE LAWS TO PROVIDE MEDICAL, EMER-  
14 GENCY OR HEALTH SERVICES AND IS TREATING AN EMPLOYEE'S DISABILITY  
15 RESULTING FROM INJURY, SICKNESS OR PREGNANCY, OR A FAMILY MEMBER FOR A  
16 SERIOUS HEALTH CONDITION. FOR AN EMPLOYEE OR A FAMILY MEMBER WHO  
17 ADHERES TO THE FAITH OR TEACHINGS OF ANY CHURCH OR DENOMINATION AND WHO  
18 IN ACCORDANCE WITH ITS CREED, TENETS OR PRINCIPLES DEPENDS FOR HEALING  
19 UPON PRAYER THROUGH SPIRITUAL MEANS ALONE IN THE PRACTICE OF RELIGION,  
20 "HEALTH CARE PROVIDER" INCLUDES A PRACTITIONER DULY ACCREDITED BY THE  
21 CHURCH OR DENOMINATION WHO IS PROVIDING CARE TO THE EMPLOYEE OR FAMILY  
22 MEMBER.

23 24. "FAMILY CARE COST" SHALL MEAN:

24 A. PRIOR TO JULY FIRST, TWO THOUSAND SEVENTEEN, UP TO FORTY-FIVE CENTS  
25 PER WEEK; AND

26 B. DURING EVERY SUBSEQUENT YEAR COMMENCING ON JULY FIRST SUCH MAXIMUM  
27 AMOUNT AS SHALL BE SET BY REGULATION OF THE SUPERINTENDENT OF FINANCIAL  
28 SERVICES FOLLOWING CONSULTATION WITH THE FAMILY CARE ADVISORY COUNCIL BY  
29 APRIL FIRST OF THE SAME YEAR BASED ON THE SUPERINTENDENT'S ACTUARIALLY  
30 SOUND ESTIMATION OF THE COST PER EMPLOYEE OF PROVIDING FAMILY CARE BENE-  
31 FITS, BUT IN NO EVENT MORE THAN ONE HUNDRED FIFTEEN PERCENT OF SUCH  
32 ESTIMATION OF THE COST PER EMPLOYEE OF PROVIDING FAMILY CARE BENEFITS  
33 THROUGH THE STATE INSURANCE FUND.

34 25. "GRANDPARENT" MEANS THE PARENT OF A PARENT.

35 26. "SIBLING" MEANS A BROTHER OR A SISTER, WHETHER RELATED THROUGH  
36 HALF BLOOD, WHOLE BLOOD OR ADOPTION OR A STEP-SIBLING.

37 S 6. The workers' compensation law is amended by adding a new section  
38 203-a to read as follows:

39 S 203-A. RETALIATORY ACTION PROHIBITED. 1. THE PROVISIONS OF SECTION  
40 ONE HUNDRED TWENTY OF THIS CHAPTER AND SECTION TWO HUNDRED FORTY-ONE OF  
41 THIS ARTICLE SHALL BE APPLICABLE TO FAMILY CARE LEAVE AS FULLY AS IF SET  
42 FORTH IN THIS SECTION.

43 2. NOTHING IN THIS SECTION SHALL BE DEEMED TO DIMINISH THE RIGHTS,  
44 PRIVILEGES, OR REMEDIES OF ANY EMPLOYEE UNDER ANY COLLECTIVE BARGAINING  
45 AGREEMENT OR EMPLOYMENT CONTRACT.

46 S 7. The workers' compensation law is amended by adding a new section  
47 203-b to read as follows:

48 S 203-B. FAMILY CARE LEAVE. ANY ELIGIBLE EMPLOYEE OF A COVERED EMPLOY-  
49 ER WHO TAKES LEAVE UNDER THIS SECTION SHALL BE ENTITLED, ON RETURN FROM  
50 SUCH LEAVE, TO BE RESTORED BY THE EMPLOYER TO THE POSITION OF EMPLOYMENT  
51 HELD BY THE EMPLOYEE WHEN THE LEAVE COMMENCED, OR TO BE RESTORED TO A  
52 COMPARABLE POSITION WITH COMPARABLE EMPLOYMENT BENEFITS, PAY AND OTHER  
53 TERMS AND CONDITIONS OF EMPLOYMENT. THE TAKING OF LEAVE FOR THE PURPOSE  
54 OF FAMILY CARE SHALL NOT RESULT IN THE LOSS OF ANY EMPLOYMENT BENEFIT  
55 ACCRUED PRIOR TO THE DATE ON WHICH THE LEAVE COMMENCED. NOTHING IN THIS  
56 SECTION SHALL BE CONSTRUED TO ENTITLE ANY RESTORED EMPLOYEE TO THE

1 ACCRUAL OF ANY SENIORITY OR EMPLOYMENT BENEFITS DURING ANY PERIOD OF  
2 LEAVE, OR ANY RIGHT, BENEFIT OR POSITION TO WHICH THE EMPLOYEE WOULD  
3 HAVE BEEN ENTITLED HAD THE EMPLOYEE NOT TAKEN THE LEAVE. A VIOLATION OF  
4 THIS SECTION SHALL BE A VIOLATION OF SECTION ONE HUNDRED TWENTY OF THIS  
5 CHAPTER AND ALL REMEDIES AND PENALTIES AVAILABLE UNDER SECTION ONE  
6 HUNDRED TWENTY OF THIS CHAPTER SHALL BE AVAILABLE FOR VIOLATIONS OF THIS  
7 SECTION AS FULLY AS IF SET FORTH IN THIS SECTION.

8 S 8. Subdivision 1 of section 204 of the workers' compensation law, as  
9 added by chapter 600 of the laws of 1949, is amended and two new subdi-  
10 visions 3 and 4 are added to read as follows:

11 1. Disability benefits shall be payable to an eligible employee for  
12 disabilities commencing after June thirtieth, nineteen hundred fifty,  
13 beginning with the eighth consecutive day of disability and thereafter  
14 during the continuance of disability, subject to the limitations as to  
15 maximum and minimum amounts and duration and other conditions and limi-  
16 tations in this section and in sections two hundred five and two hundred  
17 six OF THIS ARTICLE. WHEN AN EMPLOYEE IS ELIGIBLE TO RECEIVE BENEFITS  
18 FOR FAMILY CARE REASONS IMMEDIATELY AFTER RECEIVING BENEFITS FOR THE  
19 EMPLOYEE'S OWN INJURY, SICKNESS OR PREGNANCY, BENEFITS SHALL BE PAYABLE  
20 TO THE EMPLOYEE BEGINNING ON THE FIRST DAY OF ELIGIBLE FAMILY CARE.  
21 Successive periods of disability caused by the same or related injury or  
22 sickness OR REASON FOR FAMILY CARE shall be deemed a single period of  
23 disability only if separated by less than three months.

24 3. THE WEEKLY BENEFIT WHICH THE DISABLED EMPLOYEE IS ENTITLED TO  
25 RECEIVE FOR DISABILITY COMMENCING ON OR AFTER JANUARY FIRST, TWO THOU-  
26 SAND SIXTEEN SHALL BE TWO-THIRDS OF THE EMPLOYEE'S AVERAGE WEEKLY WAGE,  
27 BUT IN NO CASE SHALL SUCH BENEFIT EXCEED THIRTY-FIVE PERCENT OF THE  
28 STATEWIDE AVERAGE WEEKLY WAGE AS DETERMINED BY THE STATE DEPARTMENT OF  
29 LABOR PURSUANT TO SUBDIVISION SIXTEEN OF SECTION TWO OF THIS CHAPTER.  
30 THE WEEKLY BENEFIT WHICH THE DISABLED EMPLOYEE IS ENTITLED TO RECEIVE  
31 FOR DISABILITY COMMENCING ON OR AFTER APRIL FIRST, TWO THOUSAND SEVEN-  
32 TEEN SHALL BE TWO-THIRDS OF THE EMPLOYEE'S AVERAGE WEEKLY WAGE, BUT IN  
33 NO CASE SHALL SUCH BENEFIT EXCEED FORTY PERCENT OF THE STATEWIDE AVERAGE  
34 WEEKLY WAGE AS DETERMINED BY THE STATE DEPARTMENT OF LABOR PURSUANT TO  
35 SUBDIVISION SIXTEEN OF SECTION TWO OF THIS CHAPTER. THE WEEKLY BENEFIT  
36 WHICH THE DISABLED EMPLOYEE IS ENTITLED TO RECEIVE FOR DISABILITY  
37 COMMENCING ON OR AFTER APRIL FIRST, TWO THOUSAND EIGHTEEN SHALL BE TWO-  
38 THIRDS OF THE EMPLOYEE'S AVERAGE WEEKLY WAGE BUT IN NO CASE SHALL SUCH  
39 BENEFIT EXCEED FORTY-FIVE PERCENT OF THE STATEWIDE AVERAGE WEEKLY WAGE  
40 AS DETERMINED BY THE STATE DEPARTMENT OF LABOR PURSUANT TO SUBDIVISION  
41 SIXTEEN OF SECTION TWO OF THIS CHAPTER. THE WEEKLY BENEFIT WHICH THE  
42 DISABLED EMPLOYEE IS ENTITLED TO RECEIVE FOR DISABILITY COMMENCING ON OR  
43 AFTER APRIL FIRST, TWO THOUSAND NINETEEN AND SUBSEQUENTLY SHALL BE TWO-  
44 THIRDS OF THE EMPLOYEE'S AVERAGE WEEKLY WAGE BUT IN NO CASE SHALL SUCH  
45 BENEFIT EXCEED FIFTY PERCENT OF THE STATEWIDE AVERAGE WEEKLY WAGE AS  
46 DETERMINED BY THE STATE DEPARTMENT OF LABOR PURSUANT TO SUBDIVISION  
47 SIXTEEN OF SECTION TWO OF THIS CHAPTER. FOR DISABILITY COMMENCING ON OR  
48 AFTER JANUARY FIRST, TWO THOUSAND SIXTEEN, THE WEEKLY BENEFIT FOR A  
49 DISABLED EMPLOYEE WHO IS CONCURRENTLY ELIGIBLE FOR BENEFITS IN THE  
50 EMPLOYMENT OF MORE THAN ONE COVERED EMPLOYER SHALL, WITHIN THE MAXIMUM  
51 HEREIN PROVIDED, BE TWO-THIRDS OF THE TOTAL OF THE EMPLOYEE'S AVERAGE  
52 WEEKLY WAGES RECEIVED FROM ALL SUCH COVERED EMPLOYERS, AND SHALL BE  
53 ALLOCATED IN THE PROPORTION OF THEIR RESPECTIVE AVERAGE WEEKLY WAGE  
54 PAYMENTS.

55 4. NOTWITHSTANDING ANY CONTRARY PROVISIONS IN THIS ARTICLE, AN EMPLOY-  
56 EE SHALL BE ENTITLED TO TAKE LEAVE FOR FAMILY CARE UNDER THIS ARTICLE ON

1 AN INTERMITTENT OR REDUCED LEAVE SCHEDULE, EXCEPT THAT AN EMPLOYEE SHALL  
2 NOT BE ENTITLED TO INTERMITTENT OR REDUCED LEAVE TO PROVIDE FAMILY CARE  
3 UNDER PARAGRAPH A OF SUBDIVISION FIFTEEN OF SECTION TWO HUNDRED ONE OF  
4 THIS ARTICLE UNLESS SHOWN TO BE MEDICALLY NECESSARY. THE EMPLOYEE SHALL  
5 MAKE A REASONABLE EFFORT TO SCHEDULE INTERMITTENT OR REDUCED LEAVE SO AS  
6 NOT TO UNDULY DISRUPT THE OPERATIONS OF THE EMPLOYER. LEAVE TAKEN ON AN  
7 INTERMITTENT OR REDUCED LEAVE SCHEDULE SHALL NOT RESULT IN A REDUCTION  
8 OF THE TOTAL AMOUNT OF LEAVE TO WHICH AN EMPLOYEE IS ENTITLED UNDER THIS  
9 ARTICLE BEYOND THE AMOUNT OF LEAVE ACTUALLY TAKEN.

10 S 9. Subdivisions 1, 2, 3, 4, 7 and 8 of section 205 of the workers'  
11 compensation law, subdivision 1 as amended by chapter 651 of the laws of  
12 1958, subdivision 2 as amended by chapter 270 of the laws of 1990 and  
13 subdivisions 3, 4, 7 and 8 as added by chapter 600 of the laws of 1949  
14 and as renumbered by chapter 352 of the laws of 1981, are amended and a  
15 new subdivision 9 is added to read as follows:

16 1. (A) For DISABILITY RESULTING FROM INJURY, SICKNESS OR PREGNANCY OF  
17 AN EMPLOYEE, FOR more than twenty-six weeks during a period of fifty-two  
18 consecutive calendar weeks or during any one period of disability; OR

19 (B) FOR FAMILY CARE, FOR MORE THAN TWELVE WEEKS DURING A PERIOD OF  
20 FIFTY-TWO CONSECUTIVE CALENDAR WEEKS OR DURING ANY ONE PERIOD OF FAMILY  
21 CARE;

22 2. for any period of disability RESULTING FROM THE INJURY, SICKNESS OR  
23 PREGNANCY OF AN EMPLOYEE during which an employee is not under the care  
24 of a [duly licensed physician or with respect to disability resulting  
25 from a condition of the foot which may lawfully be treated by a duly  
26 registered and licensed podiatrist of the state of New York or with  
27 respect to a disability resulting from a condition which may lawfully be  
28 treated by a duly registered and licensed chiropractor of the state of  
29 New York or with respect to a disability resulting from a condition  
30 which may lawfully be treated by a duly licensed dentist of the state of  
31 New York or with respect to a disability resulting from a condition  
32 which may lawfully be treated by a duly registered and licensed psychol-  
33 ogist of the state of New York or with respect to a disability resulting  
34 from a condition which may lawfully be treated by a duly certified nurse  
35 midwife, for any period of such disability during which an employee is  
36 neither under the care of a physician nor a podiatrist, nor a chiroprac-  
37 tor, nor a dentist, nor a psychologist, nor a certified nurse midwife;  
38 and for any period of disability during which an employee who adheres to  
39 the faith or teachings of any church or denomination and who in accord-  
40 ance with its creed, tenets or principles depends for healing upon pray-  
41 er through spiritual means alone in the practice of religion, is not  
42 under the care of a practitioner duly accredited by the church or denom-  
43 ination, and provided such employee shall submit to all physical exam-  
44 inations as required by this chapter.] HEALTH CARE PROVIDER;

45 3. for any disability RESULTING FROM INJURY OR SICKNESS OF AN EMPLOYEE  
46 occasioned by the wilful intention of the employee to bring about injury  
47 to or the sickness of himself or another, or resulting from any injury  
48 or sickness sustained in the perpetration by the employee of an illegal  
49 act;

50 4. for any day of disability during which the employee performed work  
51 for remuneration or profit; BUT NOT INCLUDING ANY REMUNERATION RECEIVED  
52 FOR CARING FOR A FOSTER OR ADOPTED CHILD OR OTHER INDIVIDUAL RESIDING IN  
53 THE EMPLOYEE'S PLACE OF RESIDENCE;

54 7. for any disability due to any act of war, declared or undeclared,  
55 if such act shall occur after June thirtieth, nineteen hundred fifty,  
56 EXCEPT THAT NOTHING IN THIS SUBDIVISION SHALL BAR AN EMPLOYEE FROM

1 RECEIVING BENEFITS UNDER THIS ARTICLE FOR CARE OF A FAMILY MEMBER DISA-  
2 BLED DUE TO AN ACT OF WAR;

3 8. for any disability RESULTING FROM AN INJURY, SICKNESS OR PREGNANCY  
4 OF THE EMPLOYEE commencing before the employee becomes eligible to bene-  
5 fits hereunder [or commencing prior to July first, nineteen hundred  
6 fifty, but this shall not preclude benefits for recurrence after July  
7 first, nineteen hundred fifty, of a disability commencing prior there-  
8 to.];

9 9. FOR ANY DAY OF ABSENCE FROM WORK RESULTING FROM INJURY, SICKNESS OR  
10 PREGNANCY OF THE EMPLOYEE TAKEN UNDER SECTION SEVENTY-ONE OR  
11 SEVENTY-THREE OF THE CIVIL SERVICE LAW.

12 S 10. The workers' compensation law is amended by adding a new section  
13 205-a to read as follows:

14 S 205-A. RELATIONSHIP BETWEEN DISABILITY BENEFITS FOR FAMILY CARE AND  
15 FOR THE EMPLOYEE'S OWN INJURY, SICKNESS OR PREGNANCY. 1. THE RECEIPT OF  
16 BENEFITS FOR DISABILITY RESULTING FROM INJURY, SICKNESS OR PREGNANCY OF  
17 THE EMPLOYEE, SHALL NOT COUNT TOWARD ANY TIME LIMITATION UNDER SUBDIVI-  
18 SION ONE OF SECTION TWO HUNDRED FIVE OF THIS ARTICLE ON THE RECEIPT OF  
19 BENEFITS FOR FAMILY CARE, AND THE RECEIPT OF BENEFITS FOR FAMILY CARE  
20 SHALL NOT COUNT TOWARD ANY TIME LIMITATION UNDER SUBDIVISION ONE OF  
21 SECTION TWO HUNDRED FIVE OF THIS ARTICLE ON THE RECEIPT OF BENEFITS FOR  
22 DISABILITY RESULTING FROM INJURY, SICKNESS OR PREGNANCY TO THE EMPLOYEE,  
23 EXCEPT THAT AN EMPLOYEE MAY RECEIVE DISABILITY BENEFITS ON ONLY ONE  
24 CLAIM AT ANY TIME.

25 2. AN EMPLOYER MAY REQUIRE THAT AN INDIVIDUAL WHO IS ENTITLED TO LEAVE  
26 UNDER THE PROVISIONS OF THE FAMILY AND MEDICAL LEAVE ACT OF 1993, 29  
27 U.S.C. SEC. 2601 ET SEQ. SHALL TAKE ANY FAMILY CARE BENEFITS PROVIDED  
28 UNDER THIS ARTICLE CONCURRENTLY WITH LEAVE TAKEN PURSUANT TO THE FAMILY  
29 AND MEDICAL LEAVE ACT.

30 S 11. Subdivision 3 of section 209 of the workers' compensation law,  
31 as amended by chapter 415 of the laws of 1983, is amended to read as  
32 follows:

33 3. The contribution of each such employee to the cost of disability  
34 benefits provided by this article shall be one-half of one per centum of  
35 the employee's wages paid to him on and after July first, nineteen  
36 hundred fifty, but not in excess of sixty cents per week FOR THE COST OF  
37 DISABILITY BENEFITS FOR INJURY, SICKNESS OR PREGNANCY OF THE EMPLOYEE  
38 PLUS THE FAMILY CARE COST, AS DEFINED IN SUBDIVISION TWENTY-FOUR OF  
39 SECTION TWO HUNDRED ONE OF THIS ARTICLE.

40 S 11-a. Section 210 of the workers' compensation law, as added by  
41 chapter 600 of the laws of 1949, is amended to read as follows:

42 S 210. Employer contributions. 1. Every covered employer shall, on and  
43 after January first, nineteen hundred fifty, contribute the cost of  
44 providing [disability] benefits FOR DISABILITY RESULTING FROM INJURY,  
45 SICKNESS OR PREGNANCY in excess of the contributions collected from his  
46 employees, to the extent and in the manner provided in this article.

47 2. The special contribution of each covered employer to the accumu-  
48 lation of funds to provide benefits for disabled unemployed shall be as  
49 provided in subdivision one of section two hundred fourteen OF THIS  
50 ARTICLE.

51 3. The contribution of every covered employer to the cost of providing  
52 [disability] benefits FOR DISABILITY RESULTING FROM INJURY, SICKNESS OR  
53 PREGNANCY after June thirtieth, nineteen hundred fifty, shall be the  
54 excess of such cost over the amount of the contributions of his employ-  
55 ees.

1 4. No profit shall be derived by any employer or association of  
2 employers or of employees from providing payment of disability benefits  
3 under this article. All funds representing contributions of employers  
4 and employees, and increments thereon, held by employers or associations  
5 of employers or of employees authorized or permitted to pay benefits  
6 under the provisions of this article, and by trustees paying benefits  
7 under plans or agreements meeting the requirements of section two  
8 hundred eleven OF THIS ARTICLE, shall be trust funds and shall be  
9 expended only to provide for the payment of benefits to employees and  
10 for the costs of administering this article and for the support of the  
11 fund established under section two hundred fourteen.

12 S 12. Section 211 of the workers' compensation law is amended by  
13 adding two new subdivisions 7 and 8 to read as follows:

14 7. SUCH FAMILY CARE BENEFITS AS ARE PROVIDED FOR IN THIS ARTICLE SHALL  
15 BE IN ADDITION TO, AND SHALL NOT AMEND, REPEAL OR REPLACE, THE TERMS OF  
16 ANY AGREEMENT THAT IS COLLECTIVELY NEGOTIATED BETWEEN AN EMPLOYER AND  
17 AN EMPLOYEE ORGANIZATION, INCLUDING AGREEMENT OR INTEREST ARBITRATION  
18 AWARDS MADE PURSUANT TO ARTICLE FOURTEEN OF THE CIVIL SERVICE LAW.

19 8. NOTHING IN THIS ARTICLE SHALL REQUIRE AN EMPLOYER TO USE THE SAME  
20 CARRIER TO PROVIDE BENEFITS REQUIRED BY OR PERMISSIBLE UNDER THIS ARTI-  
21 CLE FOR DISABILITY RESULTING FROM INJURY, SICKNESS OR PREGNANCY OF THE  
22 EMPLOYEE AS IT USES TO PROVIDE BENEFITS REQUIRED BY OR PERMISSIBLE UNDER  
23 THIS ARTICLE FOR FAMILY CARE. AN EMPLOYER MAY USE A DIFFERENT MEANS,  
24 AMONG THOSE SET FORTH IN SUBDIVISIONS ONE THROUGH FIVE OF THIS SECTION,  
25 TO PROVIDE BENEFITS REQUIRED BY THIS ARTICLE FOR DISABILITY RESULTING  
26 FROM INJURY, SICKNESS OR PREGNANCY OF THE EMPLOYEE, FROM THE MEANS USED  
27 TO PROVIDE BENEFITS REQUIRED BY THIS ARTICLE FOR FAMILY CARE.

28 S 13. The workers' compensation law is amended by adding a new section  
29 211-a to read as follows:

30 S 211-A. PUBLIC EMPLOYEES; EMPLOYEE OPT IN. 1. FOR PURPOSES OF THIS  
31 SECTION, "PUBLIC EMPLOYEE" MEANS ANY EMPLOYEE OF THE STATE, ANY POLI-  
32 TICAL SUBDIVISION OF THE STATE, A PUBLIC AUTHORITY OR ANY OTHER GOVERN-  
33 MENTAL AGENCY OR INSTRUMENTALITY. "PUBLIC EMPLOYER" MEANS THE STATE, ANY  
34 POLITICAL SUBDIVISION OF THE STATE, A PUBLIC AUTHORITY OR ANY OTHER  
35 GOVERNMENTAL AGENCY OR INSTRUMENTALITY THEREOF. "EMPLOYEE ORGANIZATION"  
36 SHALL HAVE THE MEANING SET FORTH IN SECTION TWO HUNDRED ONE OF THE CIVIL  
37 SERVICE LAW.

38 2. PUBLIC EMPLOYERS SHALL PROVIDE BENEFITS FOR FAMILY CARE TO PUBLIC  
39 EMPLOYEES WHERE AN EMPLOYEE ORGANIZATION THAT REPRESENTS THOSE EMPLOYEES  
40 OPTS IN TO FAMILY CARE IN ACCORDANCE WITH THE PROCEDURES AND TERMS SET  
41 FORTH IN SUBDIVISION THREE OF THIS SECTION.

42 3. AN EMPLOYEE ORGANIZATION MAY OPT IN TO THE FAMILY CARE BENEFIT ON  
43 BEHALF OF THOSE EMPLOYEES IT REPRESENTS:

44 A. UPON NOTICE GIVEN PRIOR TO APRIL FIRST, TWO THOUSAND SIXTEEN, WHICH  
45 OPT IN SHALL BECOME EFFECTIVE ONLY ON JULY FIRST, TWO THOUSAND SIXTEEN;

46 B. AT ANY TIME UPON NINETY DAYS NOTICE FOR ANY EMPLOYER WHO IS NOT  
47 PROVIDING DISABILITY BENEFITS FOR INJURY, SICKNESS OR PREGNANCY OF AN  
48 EMPLOYEE UNDER SECTION TWO HUNDRED TWELVE OF THIS ARTICLE, OR WHO IS  
49 SELF-INSURED FOR SUCH BENEFITS;

50 C. FOR ANY EMPLOYER WHO IS PROVIDING DISABILITY BENEFITS FOR INJURY,  
51 SICKNESS OR PREGNANCY OF AN EMPLOYEE UNDER SECTION TWO HUNDRED TWELVE OF  
52 THIS ARTICLE, UPON NOTICE AT LEAST NINETY DAYS PRIOR TO THE EXPIRATION  
53 OF THE EMPLOYER'S INSURANCE POLICY FOR SUCH BENEFITS, WHICH OPT IN SHALL  
54 BE EFFECTIVE ONLY FOR THE TIME PERIOD COVERED BY ANY SUBSEQUENT POLICY  
55 OR RENEWAL; OR

1 D. AT ANY TIME AS IS MUTUALLY AGREED UPON BETWEEN THE EMPLOYEE ORGAN-  
2 IZATION AND ANY PUBLIC EMPLOYER.

3 AN EMPLOYEE ORGANIZATION THAT HAS OPTED IN TO THE FAMILY CARE BENEFIT  
4 MAY OPT OUT OF IT WITHIN THE TIME PERIODS, AND EFFECTIVE UPON THE SAME  
5 DATES, SET FORTH IN THIS PARAGRAPH.

6 4. IN THE ABSENCE OF ANY CONTRARY STATEMENT IN A COLLECTIVELY NEGOTI-  
7 ATED AGREEMENT UNDER ARTICLE FOURTEEN OF THE CIVIL SERVICE LAW, A PUBLIC  
8 EMPLOYER MAY REQUIRE PUBLIC EMPLOYEES WHO OPT IN UNDER THIS SECTION TO  
9 CONTRIBUTE UP TO THE FAMILY CARE COST, AS DEFINED IN SUBDIVISION TWEN-  
10 TY-FOUR OF SECTION TWO HUNDRED ONE OF THIS ARTICLE, PER WEEK IN ACCORD-  
11 ANCE WITH THE PROCEDURE SET FORTH IN SECTION TWO HUNDRED NINE OF THIS  
12 ARTICLE.

13 S 14. Subdivisions 1 and 2 of section 212 of the workers' compensation  
14 law, subdivision 1 as amended by chapter 740 of the laws of 1960 and  
15 subdivision 2 as amended by chapter 120 of the laws of 1969, are amended  
16 to read as follows:

17 1. Any employer not required by this article to provide for the  
18 payment of disability benefits to his employees, or to any class or  
19 classes thereof, may become a covered employer or bring within the  
20 provisions of this article such employees or class or classes thereof by  
21 voluntarily electing to provide for payment of [such] benefits FOR DISA-  
22 BILITY RESULTING FROM INJURY, SICKNESS OR PREGNANCY OF AN EMPLOYEE OR  
23 FOR FAMILY CARE, OR BOTH, in one or more of the ways set forth in  
24 section two hundred eleven OF THIS ARTICLE; but such election shall be  
25 subject to the approval of the [chairman] CHAIR, and if the employees  
26 are required to contribute to the cost of such benefits the assent with-  
27 in thirty days before such approval is granted, of more than one-half of  
28 such employees shall be evidenced to the satisfaction of the [chairman]  
29 CHAIR. On approval by the [chairman] CHAIR of such election to provide  
30 benefits, all the provisions of this article shall become and continue  
31 applicable as if the employer were a covered employer as defined in this  
32 article. The obligation to continue as a covered employer with respect  
33 to employees for whom provision of benefits is not required under this  
34 article, may be discontinued by such employer on ninety days notice to  
35 the [chairman] CHAIR in writing and to his employees, after he has  
36 provided for payment of benefits for not less than one year and with  
37 such provision for payment of obligations incurred on and prior to the  
38 termination date as the [chairman] CHAIR may approve. ANY ELECTION BY A  
39 PUBLIC EMPLOYER TO PROVIDE FAMILY CARE BENEFITS MADE PRIOR TO JULY  
40 FIRST, TWO THOUSAND SIXTEEN SHALL BE EFFECTIVE ON THAT DATE.

41 2. Notwithstanding the definition of "employer" and "employment" in  
42 section two hundred one of this article, THE STATE, a public authority,  
43 a municipal corporation or a fire district or other political subdivi-  
44 sion may become a covered employer under this article by complying with  
45 the provisions of subdivision one of this section and may discontinue  
46 such status only as provided in [that] SUCH subdivision.

47 S 15. Subdivisions 1, 2, 3 and 4 of section 217 of the workers'  
48 compensation law, subdivision 1 as amended by chapter 167 of the laws of  
49 1999, subdivisions 2 and 3 as amended by chapter 270 of the laws of 1990  
50 and subdivision 4 as added by chapter 600 of the laws of 1949, are  
51 amended to read as follows:

52 1. Written notice and proof of disability shall be furnished to the  
53 employer by or on behalf of the employee claiming benefits or, in the  
54 case of a claimant under section two hundred seven of this article, to  
55 the chair, within thirty days after commencement of the period of disa-  
56 bility. Additional proof shall be furnished thereafter from time to time



1 as the employer or carrier or chair may require but not more often than  
2 once each week. Such proof shall include:

3 (A) IN THE CASE OF DISABILITY RESULTING FROM INJURY, SICKNESS OR PREG-  
4 NANCY OF THE EMPLOYEE, a statement of disability by the employee's  
5 attending [physician or attending podiatrist or attending chiropractor  
6 or attending dentist or attending psychologist or attending certified  
7 nurse midwife, or in the case of an employee who adheres to the faith or  
8 teachings of any church or denomination, and who in accordance with its  
9 creed, tenets or principles depends for healing upon prayer through  
10 spiritual means alone in the practice of religion, by an accredited  
11 practitioner, containing facts and opinions as to such disability in  
12 compliance with regulations of the chair.] HEALTH CARE PROVIDER;

13 (B) IN THE CASE OF FAMILY CARE FOR BONDING WITH A NEW CHILD, A BIRTH  
14 CERTIFICATE, CERTIFICATE OF ADOPTION, OR OTHER COMPETENT EVIDENCE SHOW-  
15 ING THAT THE EMPLOYEE IS THE PARENT OF A CHILD WITHIN TWELVE MONTHS OF  
16 THAT CHILD'S BIRTH OR PLACEMENT FOR ADOPTION OR FOSTER CARE WITH THE  
17 EMPLOYEE;

18 (C) IN THE CASE OF BENEFITS FOR CARE OF A FAMILY MEMBER WITH A SERIOUS  
19 HEALTH CONDITION:

20 (I) A STATEMENT BY THE FAMILY MEMBER'S HEALTH CARE PROVIDER, CONTAIN-  
21 ING FACTS AND OPINIONS AS TO SUCH HEALTH CONDITION IN COMPLIANCE WITH  
22 REGULATIONS OF THE CHAIR; AND

23 (II) A STATEMENT SUBSCRIBED BY THE EMPLOYEE AND AFFIRMED BY HIM OR HER  
24 AS TRUE UNDER PENALTIES OF PERJURY, OR OTHER EQUIVALENT DOCUMENTARY  
25 PROOF, THAT THE EMPLOYEE IS A PRIMARY CARE GIVER FOR THE FAMILY MEMBER  
26 DURING THE TIME OF DISABILITY;

27 (D) IN THE CASE OF BENEFITS DUE TO A MILITARY EXIGENCY, PROOF OF CALL  
28 TO ACTIVE DUTY AND CERTIFICATION THAT THE LEAVE IS FOR ONE OF THE  
29 EXIGENCIES AUTHORIZED FOR LEAVE UNDER REGULATION OF THE FAMILY AND  
30 MEDICAL LEAVE ACT, 29 CFR SEC. 825.309(6).

31 Failure to furnish notice or proof within the time and in the manner  
32 above provided shall not invalidate the claim but no benefits shall be  
33 required to be paid for any period more than two weeks prior to the date  
34 on which the required proof is furnished unless it shall be shown to the  
35 satisfaction of the chair not to have been reasonably possible to  
36 furnish such notice or proof and that such notice or proof was furnished  
37 as soon as possible; provided, however, that no benefits shall be paid  
38 unless the required proof of disability is furnished within twenty-six  
39 weeks after commencement of the period of disability. No limitation of  
40 time provided in this section shall run as against any person who is  
41 mentally incompetent, or physically incapable of providing such notice  
42 as a result of a serious medical condition, or a minor so long as such  
43 person has no guardian of the person and/or property.

44 2. An employee claiming benefits FOR THE EMPLOYEE'S INJURY, SICKNESS  
45 OR PREGNANCY, OR THE FAMILY MEMBER OF SUCH EMPLOYEE IN ANY CASE WHERE  
46 THE EMPLOYEE CLAIMS FAMILY CARE BENEFITS FOR PROVIDING CARE TO THAT  
47 FAMILY MEMBER shall, as requested by the employer or carrier, submit  
48 himself or herself at intervals, but not more than once a week, for  
49 examination by a [physician or podiatrist or chiropractor or dentist or  
50 psychologist or certified nurse midwife] RELEVANT HEALTH CARE PROVIDER  
51 designated by the employer or carrier. All such examinations shall be  
52 without cost to the employee OR FAMILY MEMBER and shall be held at a  
53 reasonable time and place.

54 3. The chair may direct the claimant WHO SEEKS DISABILITY BENEFITS FOR  
55 HIS OR HER INJURY, SICKNESS OR PREGNANCY, OR THE CLAIMANT'S FAMILY  
56 MEMBER WHERE THE CLAIMANT SEEKS DISABILITY BENEFITS FOR FAMILY LEAVE TO

1 PROVIDE CARE TO THAT FAMILY MEMBER to submit to examination by a [physi-  
2 cian or podiatrist or chiropractor or dentist or psychologist] RELEVANT  
3 HEALTH CARE PROVIDER designated by him or her in any case in which the  
4 claim to disability benefits is contested and in claims arising under  
5 section two hundred seven OF THIS ARTICLE, and in other cases as the  
6 chair or board may require.

7 4. Refusal of the claimant OR FAMILY MEMBER without good cause to  
8 submit to any such examination shall disqualify [him] THE CLAIMANT from  
9 all benefits hereunder for the period of such refusal, except as to  
10 benefits already paid.

11 S 16. Section 221 of the workers' compensation law, as separately  
12 amended by chapters 425 and 500 of the laws of 1985, is amended to read  
13 as follows:

14 S 221. Determination of contested claims for disability benefits.  
15 Within twenty-six weeks of written notice of rejection of claim, the  
16 employee may file with the [chairman] CHAIR a notice that his or her  
17 claim for disability benefits has not been paid, and the employee shall  
18 submit proof of disability and of his or her employment, wages and other  
19 facts reasonably necessary for determination of the employee's right to  
20 such benefits. Failure to file such notice within the time provided,  
21 may be excused by the [chairman] CHAIR if it can be shown to the satis-  
22 faction of the [chairman] CHAIR not to have been reasonably possible to  
23 furnish such notice and that such notice was furnished as soon as possi-  
24 ble. On demand of the [chairman] CHAIR the employer or carrier shall  
25 forthwith deliver to the [chairman] CHAIR PROOF OF DISABILITY, INCLUDING  
26 IF RELEVANT the original or a true copy of the [attending physician's or  
27 attending podiatrist's or accredited practitioner's] HEALTH CARE PROVID-  
28 ER'S statement, wage and employment data and all other papers in the  
29 possession of the employer or carrier with respect to such claim OR  
30 COMPLAINT.

31 The board shall have full power and authority to determine all issues  
32 in relation to every such claim for disability benefits required or  
33 provided under this article, and shall file its decision in the office  
34 of the [chairman] CHAIR. Upon such filing, the [chairman] CHAIR shall  
35 send to the parties a copy of the decision. Either party may present  
36 evidence and be represented by counsel at any hearing on such claim.  
37 The decision of the board shall be final as to all questions of fact  
38 and, except as provided in section twenty-three of this chapter, as to  
39 all questions of law. Every decision of the board shall be complied with  
40 in accordance with its terms within ten days thereafter except in case  
41 of appeal, and any payments due under such decision shall draw simple  
42 interest from thirty days after the making thereof at the rate provided  
43 in section five thousand four of the civil practice law and rules.

44 S 16-a. Subdivisions 2 and 3 of section 226 of the workers' compen-  
45 sation law, as added by chapter 600 of the laws of 1949, are amended to  
46 read as follows:

47 2. Every such policy shall contain a provision that, as between the  
48 employee and the insurance carrier, the notice to or knowledge of the  
49 occurrence of the [injury or sickness] DISABILITY on the part of the  
50 employer shall be deemed notice or knowledge as the case may be, on the  
51 part of the insurance carrier; that jurisdiction of the employer shall,  
52 for the purpose of this chapter, be jurisdiction of the insurance carri-  
53 er and that the insurance carrier shall in all things be bound by and  
54 subject to the orders, findings or decisions rendered in connection with  
55 the payment of benefits under the provisions of this article.

1 3. Every such policy shall contain a provision to the effect that the  
2 insolvency or bankruptcy of the employer shall not relieve the insurance  
3 carrier from the payment of benefits for disability [suffered by an  
4 employee] THAT OCCURS during the life of such policy.

5 S 17. Subdivisions 1 and 2 of section 229 of the workers' compensation  
6 law, subdivision 1 as amended and subdivision 2 as added by chapter 271  
7 of the laws of 1985, is amended to read as follows:

8 1. Each covered employer shall post and maintain in a conspicuous  
9 place or places in and about the employer's place or places of business  
10 typewritten or printed notices in form prescribed by the [chairman]  
11 CHAIR, stating that the employer has provided for the payment of disa-  
12 bility benefits as required by this article. The [chairman] CHAIR may  
13 require any covered employer to furnish a written statement at any time  
14 showing the carrier insuring the payment of benefits under this article  
15 or the manner in which such employer has complied with section two  
16 hundred eleven or any other provision of this article. Failure for a  
17 period of ten days to furnish such written statement shall constitute  
18 presumptive evidence that such employer has neglected or failed in  
19 respect of any of the matters so required. EACH COVERED EMPLOYER SHALL  
20 PROVIDE EACH EMPLOYEE WITH A TYPEWRITTEN, PRINTED OR ELECTRONIC NOTICE  
21 IN A FORM PRESCRIBED BY THE CHAIR, STATING THAT THE EMPLOYER HAS  
22 PROVIDED FOR THE PAYMENT OF DISABILITY BENEFITS AS REQUIRED BY THIS  
23 ARTICLE WITHIN THIRTY DAYS OF THE EFFECTIVE DATE OF THE CHAPTER OF THE  
24 LAWS OF TWO THOUSAND FIFTEEN WHICH AMENDED THIS SUBDIVISION. EACH  
25 COVERED EMPLOYER SHALL PROVIDE SUCH NOTICE TO ALL NEW EMPLOYEES WITHIN  
26 THIRTY DAYS OF THEIR FIRST DAY OF WORK.

27 2. Whenever an employee of a covered employer who is eligible for  
28 benefits under section two hundred four of this article shall be absent  
29 from work due to a disability as defined in subdivision nine of section  
30 two hundred one of this article for more than seven consecutive days,  
31 the employer shall provide the employee with a written statement of the  
32 employee's rights under this article in a form prescribed by the [chair-  
33 man] CHAIR. The statement shall be provided to the employee within five  
34 business days after the employee's seventh consecutive day of absence  
35 due to disability or within five business days after the employer knows  
36 or should know that the employee's absence is due to disability, which-  
37 ever is later.

38 S 18. The workers' compensation law is amended by adding a new section  
39 239-a to read as follows:

40 S 239-A. FAMILY CARE OUTREACH STUDY AND MONITORING. 1. THE DEPARTMENT  
41 OF LABOR SHALL DEVELOP AND IMPLEMENT A PUBLIC EDUCATION CAMPAIGN TO  
42 INFORM WORKERS AND EMPLOYERS REGARDING THE AVAILABILITY OF FAMILY CARE  
43 UNDER THIS CHAPTER. THE DEPARTMENT OF LABOR'S PUBLIC OUTREACH CAMPAIGN  
44 MAY INCLUDE LOCALLY TAILORED PUBLIC EDUCATION STRATEGIES TARGETED TO NEW  
45 PARENTS AND FAMILY CAREGIVERS WHO MAY BE ELIGIBLE FOR FAMILY CARE UNDER  
46 THIS CHAPTER. AS PART OF THE PUBLIC EDUCATION PROGRAM, PUBLIC OFFICIALS  
47 MAY MAINTAIN A SUPPLY OF INFORMATIONAL LEAFLETS IN PUBLIC BUILDINGS,  
48 INCLUDING BUT NOT LIMITED TO LOCAL EMPLOYMENT SERVICES OFFICES OF THE  
49 DEPARTMENT OF LABOR, INSTITUTIONS AND FACILITIES UNDER THE SUPERVISION  
50 OR CONTROL OF THE DEPARTMENT OF HEALTH, HOSPITALS, UNION HALLS, COMMUNI-  
51 TY CENTERS, SCHOOLS AND LOCAL AGENCIES PROVIDING SERVICES TO EMPLOYERS  
52 AND EMPLOYEES TO HELP ENSURE THAT SUCH PERSONS ARE INFORMED OF THE  
53 AVAILABILITY OF FAMILY CARE UNDER THIS CHAPTER. THE DEPARTMENT OF LABOR  
54 SHALL MAKE PUBLIC EDUCATION INFORMATION AVAILABLE IN ENGLISH, SPANISH,  
55 CHINESE, RUSSIAN, ITALIAN, KOREAN, HAITIAN CREOLE, AND ANY OTHER  
56 LANGUAGES DEEMED APPROPRIATE BY THE DEPARTMENT OF LABOR.

1 2. THE DEPARTMENT OF FINANCIAL SERVICES SHALL STUDY, AND REPORT TO THE  
2 GOVERNOR AND BOTH HOUSES OF THE LEGISLATURE BY APRIL FIRST, TWO THOUSAND  
3 SIXTEEN, ON THE FEASIBILITY AND IMPACT OF COMMUNITY RATING DISABILITY  
4 INSURANCE OR ANY ASPECT THEREOF.

5 3. THERE SHALL BE CREATED THE FAMILY CARE ADVISORY COUNCIL, WHICH  
6 SHALL CONSIST OF FIFTEEN MEMBERS TO BE APPOINTED BY THE GOVERNOR AS  
7 FOLLOWS: TWO ON RECOMMENDATION BY THE NEW YORK STATE AMERICAN FEDERATION  
8 OF LABOR-CONGRESS OF INDUSTRIAL ORGANIZATIONS, ONE OF WHOM SHALL BE  
9 REPRESENTATIVE OF PUBLIC EMPLOYEE ORGANIZATIONS CERTIFIED UNDER ARTICLE  
10 FOURTEEN OF THE CIVIL SERVICE LAW, PARTICIPATING IN THE PAID FAMILY CARE  
11 PLAN, ONE OF WHOM IS REPRESENTATIVE OF UNIONS REPRESENTING WORKERS  
12 EMPLOYED IN THE PRIVATE SECTOR; TWO WHO ARE REPRESENTATIVES OF ORGANIZA-  
13 TIONS THAT REPRESENT EITHER COVERED BUSINESS OR PUBLIC EMPLOYERS IN NEW  
14 YORK STATE PARTICIPATING IN THE PAID FAMILY LEAVE PLAN; TWO ON NOMI-  
15 NATION OF THE SPEAKER OF THE ASSEMBLY; ONE ON NOMINATION BY THE MINORITY  
16 LEADER OF THE ASSEMBLY; TWO ON NOMINATION BY THE TEMPORARY PRESIDENT OF  
17 THE SENATE; ONE ON NOMINATION BY THE MINORITY LEADER OF THE SENATE; AND  
18 THE SUPERINTENDENT OF FINANCIAL SERVICES, COMMISSIONER OF LABOR AND  
19 CHAIR OF THE WORKERS' COMPENSATION BOARD, WHO SHALL SERVE AS MEMBERS EX  
20 OFFICIO. THE COMMISSIONER OF LABOR SHALL SERVE AS CHAIR OF THE COUNCIL.  
21 THE SUPERINTENDENT OF FINANCIAL SERVICES AND CHAIR OF THE WORKERS'  
22 COMPENSATION BOARD SHALL CONSULT REGULARLY WITH THE COUNCIL ON THE  
23 IMPLEMENTATION OF THE FAMILY CARE BENEFIT. THE DEPARTMENT OF LABOR, THE  
24 DEPARTMENT OF FINANCIAL SERVICES AND THE WORKERS' COMPENSATION BOARD  
25 SHALL PROVIDE ALL NECESSARY PERSONNEL AND LOGISTICAL SUPPORT AS MAY BE  
26 NECESSARY TO COMPLETE THE DUTIES OF THE ADVISORY COUNCIL. THE COUNCIL OR  
27 ANY OF ITS MEMBERS MAY ISSUE SUCH RECOMMENDATIONS OR REPORTS AS THEY  
28 DEEM WARRANTED ON THE FAMILY CARE BENEFIT, INCLUDING ON THE SCOPE OF THE  
29 BENEFIT, PROBLEMS WITH THE BENEFIT; FUNDING OF THE BENEFIT INCLUDING  
30 PASS-THROUGH COSTS; POSSIBLE STATUTORY AMENDMENTS AND REGULATORY CHANG-  
31 ES; USAGE RATES; OUTREACH; AND COMMUNITY RATING. ANY SUCH RECOMMENDA-  
32 TIONS OR REPORTS SHALL BE PROVIDED TO THE GOVERNOR, SUPERINTENDENT OF  
33 FINANCIAL SERVICES, SPEAKER OF THE ASSEMBLY, TEMPORARY PRESIDENT OF THE  
34 SENATE AND MINORITY LEADERS OF THE SENATE AND ASSEMBLY. EACH MEMBER OF  
35 THE COMMISSION SHALL SERVE A TERM OF THREE YEARS. AN APPOINTMENT TO FILL  
36 A VACANCY SHALL BE MADE FOR THE REMAINDER OF THE AFFECTED TERM. MEMBERS  
37 SHALL RECEIVE NO COMPENSATION.

38 S 19. Paragraph 3 of subsection (a) of section 1113 of the insurance  
39 law is amended to read as follows:

40 (3) "Accident and health insurance," means (i) insurance against death  
41 or personal injury by accident or by any specified kind or kinds of  
42 accident and insurance against sickness, ailment or bodily injury,  
43 including insurance providing disability benefits pursuant to article  
44 nine of the workers' compensation law, INCLUDING ANY INSURANCE UNDER  
45 THAT ARTICLE FOR FAMILY CARE BENEFITS, DISABILITY BENEFITS RESULTING  
46 FROM INJURY, SICKNESS OR PREGNANCY OF AN EMPLOYEE, OR ALL, except as  
47 specified in item (ii) [hereof] OF THIS PARAGRAPH; and (ii) non-cancell-  
48 able disability insurance, meaning insurance against disability result-  
49 ing from sickness, ailment or bodily injury (but excluding insurance  
50 solely against accidental injury) under any contract which does not give  
51 the insurer the option to cancel or otherwise terminate the contract at  
52 or after one year from its effective date or renewal date.

53 S 20. This act shall take effect immediately; provided, however, that:

54 (a) Sections two, three, four, five, six, seven, eight, nine, ten,  
55 eleven, twelve, thirteen, fourteen, fifteen, sixteen, seventeen and  
56 nineteen of this act shall take effect January 1, 2016.

1 (b) Paragraph a of subdivision 3 of section 211-a of the workers'  
2 compensation law, as added by section thirteen of this act allowing  
3 public employees to opt in to family care benefits prior to July 1, 2016  
4 and subdivision 1 of section 212 of the workers' compensation law as  
5 amended by section fourteen of this act allowing public employers to opt  
6 in to family care benefits prior to July 1, 2016, shall take effect  
7 immediately.

8 (c) Effective immediately, the addition, amendment and/or repeal of  
9 any rules or regulations necessary for the implementation of this act on  
10 its effective date are authorized and directed to be made and completed  
11 on or before such effective date.