STATE OF NEW YORK

1508

2021-2022 Regular Sessions

IN SENATE

January 12, 2021

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

AN ACT to amend chapter 25 of the laws of 2020 providing requirements for sick leave and the provision of certain employee benefits when such employee is subject to a mandatory or precautionary order or quarantine or isolation due to COVID-19, in relation to changing the definition of the term "family leave" to include family members of the employee

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

Section 1. Subdivision 8 of section 1 of chapter 25 of the laws of 2020 providing requirements for sick leave and the provision of certain employee benefits when such employee is subject to a mandatory or precautionary order of quarantine or isolation due to COVID-19, is amended to read as follows:

8. Notwithstanding any other provision of law, and for purposes of this act only, for purposes of article 9 of the workers' compensation law[~~,~~]: (a) "family leave" shall mean: [~~(a)~~] (i) any leave taken by an employee from work when an employee is subject to a mandatory or precautionary order of quarantine or isolation issued by the state, the department of health, a local board of health, or any government entity duly authorized to issue such order due to COVID-19; or [~~(b)~~] (ii) to provide care for a [~~minor dependent child~~] family member of the employee who is subject to a mandatory or precautionary order of quarantine or isolation issued by the state, the department of health, a local board of health, or any government entity duly authorized to issue such order due to COVID-19; and (b) "family member" shall mean: (i) any individual whose close association with the employee is the equivalent of family; (ii) a child, including a biological, adopted, or foster child, a legal ward, or a child of an employee standing in loco parentis; (iii) a grandchild; (iv) a spouse; (v) a domestic partner; (vi) a parent; (vii)

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

LBD04779-01-1

a child or parent of an employee's spouse or domestic partner; and (viii) a sibling, including a half, adopted, or step sibling.

§ 2. This act shall take effect immediately and shall be deemed to have been in full force and effect on and after March 18, 2020.