

# STATE OF NEW YORK

1968

2021-2022 Regular Sessions

## IN SENATE

January 16, 2021

Introduced by Sen. BROOKS -- 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 family medical leave and military families

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; or (b) to bond with  
8 the employee's child during the first twelve months after the child's  
9 birth, or the first twelve months after the placement of the child for  
10 adoption or foster care with the employee; or (c) because of any quali-  
11 fying exigency [~~as interpreted under the family and medical leave act,~~  
12 ~~29 U.S.C.S. § 2612(a)(1)(e) and 29 C.F.R. § 825.126(a)(1)-(8),~~] arising  
13 out of the fact that the spouse, domestic partner, child, or parent of  
14 the employee is on active duty (or has been notified of an impending  
15 call or order to active duty) in the armed forces of the United States.

16 § 2. Subdivision 3 of section 212-b of the workers' compensation law,  
17 as added by section 14 of part SS of chapter 54 of the laws of 2016, is  
18 amended to read as follows:

19 3. (a) An employee organization may, pursuant to collective bargain-  
20 ing, opt in to paid family leave benefits on behalf of those public  
21 employees it is either certified or recognized to represent, within the  
22 meaning of article fourteen of the civil service law. Nothing in this  
23 section shall prohibit an agreement to opt in to paid family leave  
24 between the employee organization and any public employer. An employee  
25 organization that has opted in to paid family leave benefits may, pursu-

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

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1 ant to collective bargaining, opt out of it as is mutually agreed upon  
2 between the employee organization and any public employer.

3 ~~[b-]~~ (b) For public employees who are not represented by an employee  
4 organization, the public employer may opt-in to paid family leave bene-  
5 fits within ninety days notice to such public employees. Following opt-  
6 in by a public employer for public employees not represented by an  
7 employee organization, the public employer may opt-out of paid family  
8 leave benefits with twelve months notice to those public employees.

9 (c) (i) Notwithstanding the provisions of this section, every employer  
10 shall provide paid family leave benefits to the spouse, domestic part-  
11 ner, child, or parent of the employee who is on active duty (or has been  
12 notified of an impending call or order to active duty) in the armed  
13 forces, national guard or reserves in accordance with the applicable  
14 provisions of this article.

15 (ii) A covered servicemember or veteran is an eligible employee's  
16 spouse, parent, son, daughter, or next of kin who is a member of the  
17 armed forces, national guard or reserves, who is undergoing medical  
18 treatment, recuperation, or therapy, is otherwise in outpatient status,  
19 or is otherwise on the temporary disability retired list, for a serious  
20 injury or illness that was incurred by the member in the line of duty on  
21 active duty in the armed forces (or existed before the beginning of the  
22 member's active duty and was aggravated by service in the line of duty  
23 on active duty in the armed forces); or a veteran who is undergoing  
24 medical treatment, recuperation, or therapy for a serious injury or  
25 illness and who was a member of the armed forces (including a member of  
26 the national guard or reserves) at any time during the period of five  
27 years preceding the date on which the veteran undergoes that medical  
28 treatment, recuperation, or therapy. Leave is available on an intermit-  
29 tent basis, as necessary.

30 (iii) Eligible employees are allowed up to twenty-six weeks of leave  
31 in a single twelve-month period per covered servicemember or veteran per  
32 injury. The twelve-month period must be measured forward from the start  
33 date of the first use of military caregiver leave. Additional periods  
34 of up to twenty-six weeks of leave may be taken in subsequent twelve-  
35 month periods to care for a different servicemember or veteran or to  
36 care for the same servicemember or veteran who has a subsequent serious  
37 illness or injury. A husband and wife, who are both employed by the same  
38 public employer, are limited to a combined twenty-six weeks of military  
39 caregiver leave in a single twelve-month period per servicemember or  
40 veteran, per injury.

41 (iv) An employee organization representing such employees may not  
42 opt-out of such coverage pursuant to a collective bargaining agreement.

43 § 3. This act shall take effect immediately.