

# STATE OF NEW YORK

4885--A

Cal. No. 1113

2021-2022 Regular Sessions

## IN SENATE

February 17, 2021

Introduced by Sen. SAVINO -- read twice and ordered printed, and when printed to be committed to the Committee on Labor -- reported favorably from said committee, ordered to first and second report, amended on second report, ordered to a third reading, and to be reprinted as amended, retaining its place in the order of third reading

AN ACT to amend the labor law and the education law, in relation to the hours worked by nurses

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

1 Section 1. Subdivision 1 of section 167 of the labor law, as added by  
2 chapter 493 of the laws of 2008, is amended to read as follows:

3 1. When used in this section:

4 a. "Health care employer" shall mean any individual, partnership,  
5 association, corporation, limited liability company or any person or  
6 group of persons acting directly or indirectly on behalf of or in the  
7 interest of the employer, which provides health care services (i) in a  
8 facility licensed or operated pursuant to article twenty-eight and arti-  
9 cle thirty-six of the public health law, including any facility operated  
10 by the state, a political subdivision or a public corporation as defined  
11 by section sixty-six of the general construction law, or (ii) in a  
12 facility operated by the state, a political subdivision or a public  
13 corporation as defined by section sixty-six of the general construction  
14 law, operated or licensed pursuant to the mental hygiene law, the educa-  
15 tion law or the correction law.

16 b. "Nurse" shall mean a registered professional nurse or a licensed  
17 practical nurse as defined by article one hundred thirty-nine of the  
18 education law who provides direct patient care.

19 c. "Regularly scheduled work hours", including regularly scheduled  
20 home care visits, pre-scheduled on-call time and the time spent for the  
21 purpose of communicating shift reports regarding patient status neces-  
22 sary to ensure patient safety, shall mean those hours and home care

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

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1 visits a nurse has agreed to work and is normally scheduled to work  
2 pursuant to the budgeted hours and home care visits allocated to the  
3 nurse's position by the health care employer; and if no such allocation  
4 system exists, some other measure generally used by the health care  
5 employer to determine when an employee is minimally supposed to work,  
6 consistent with the collective bargaining agreement, if any. Nothing in  
7 this section shall be construed to permit an employer to use on-call  
8 time as a substitute for mandatory overtime.

9 § 2. Section 6510-e of the education law, as added by chapter 493 of  
10 the laws of 2008, is amended to read as follows:

11 § 6510-e. Nurses' refusal of overtime work. The refusal of a licensed  
12 practical nurse or a registered professional nurse to work beyond said  
13 nurse's regularly scheduled hours of work, including regularly scheduled  
14 home care visits, shall not solely constitute patient abandonment or  
15 neglect except under the circumstances provided for under subdivision  
16 three of section one hundred sixty-seven of the labor law.

17 § 3. This act shall take effect on the ninetieth day after it shall  
18 have become a law.