STATE OF NEW YORK

9167

IN SENATE

May 11, 2022

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

AN ACT in relation to directing the commissioner of labor to conduct a comprehensive study on the current utilization of paid family leave, make recommendations on how to increase access and the visibility of the program; and providing for the repeal of such provisions upon expiration thereof

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

Section 1. The commissioner of labor, in consultation with the superintendent of financial services and the chair of the workers' compensation board, shall conduct a comprehensive study, and prepare a report on the current utilization of paid family leave under article 9 of the workers' compensation law.

§ 2. The study shall examine the current utilization of paid family leave under article 9 of the workers' compensation law, including but not limited to:

(a) demographic information of persons receiving such benefits including but not limited to:

(i) gender;

(ii) race;

(iii) age;

(iv) geographic region of the state of New York; and

(v) industry or type of employment;

(b) the average amount of benefits received and length of leave taken;

(c) the type of leave taken;

(d) employers' experiences on the use of paid family leave, including:

(i) ease of use; and

(ii) responsiveness of the department to questions; and

(e) unintended barriers that employees face in utilizing paid family leave including but not limited to:

(i) understanding of benefits;

(ii) knowledge of eligibility; and

(iii) knowledge of the existence of paid family leave.

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

LBD15731-02-2

§ 3. Not later than one year after the effective date of this act, the commissioner of labor shall prepare and submit to the governor, the temporary president of the senate, and the speaker of the assembly a report of the study's findings, together with specific recommendations for increasing the access of demographic groups underutilizing paid family leave benefits, and removing or lessening unintended barriers to use of paid family leave identified in the study.

§ 4. This act shall take effect immediately and shall expire and be deemed repealed two years after it shall have become a law.