

STATE OF NEW YORK

8735--A

IN SENATE

April 5, 2022

Introduced by Sens. RAMOS, ADDABBO -- read twice and ordered printed, and when printed to be committed to the Committee on Labor -- committee discharged, bill amended, ordered reprinted as amended and recommitted to said committee

AN ACT to amend the workers' compensation law, in relation to expanding eligibility for temporary disability insurance and paid family leave benefits and to making certain conforming technical changes

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

1 Section 1. Subdivision 9 of section 201 of the workers' compensation
2 law, as amended by chapter 675 of the laws of 1977, paragraph B as
3 amended by chapter 352 of the laws of 1981, is amended to read as
4 follows:

5 9. ~~[A-]~~ (a) "Disability" during employment means the inability of an
6 employee, as a result of injury or sickness not arising out of and in
7 the course of an employment, to perform the regular duties of his or her
8 employment or the duties of any other employment which his or her
9 employer may offer him or her at his or her regular wages and which his
10 or her injury or sickness does not prevent him or her from performing.
11 "Disability" during unemployment means the inability of an employee, as
12 a result of injury or sickness not arising out of and in the course of
13 an employment, to perform the duties of any employment for which he or
14 she is reasonably qualified by training and experience.

15 ~~[B-]~~ (b) "Disability" also includes disability caused by or in
16 connection with a pregnancy.

17 (c) "Disability" also includes the inability of an employee to work in
18 order to receive medical treatment for a serious health condition not
19 arising out of and in the course of employment.

20 § 2. Subdivision 20 of section 201 of the workers' compensation law,
21 as amended by chapter 550 of the laws of 2021, is amended to read as
22 follows:

23 20. "Family member" means a child, parent, grandparent, grandchild,
24 sibling, spouse, or domestic partner as defined in this section, or any

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

LBD14521-03-2

other individual related by blood to the employee or whose close association with the employee is the equivalent of a family relationship.

§ 3. Section 203 of the workers' compensation law, as amended by section 3 of part SS of chapter 54 of the laws of 2016, is amended to read as follows:

§ 203. Employees eligible for benefits under section two hundred four of this article. Employees in employment of a covered employer for four or more consecutive weeks and employees in employment during the work period usual to and available during such four or more consecutive weeks in any trade or business in which they are regularly employed and in which hiring from day to day of such employees is the usual employment practice shall be eligible for disability and family leave benefits as provided in section two hundred four of this article. [~~Employees in employment of a covered employer for twenty-six or more consecutive weeks and employees in employment during the work period usual to and available during such twenty-six or more consecutive weeks in any trade or business in which they are regularly employed and in which hiring from day to day of such employees is the usual employment practice shall be eligible for family leave benefits as provided in section two hundred four of this article. Every such employee shall continue to be eligible for family leave benefits only during employment with a covered employer.~~] Every such employee shall continue to be eligible for disability and family leave benefits during such employment and for a period of four weeks after such employment terminates regardless of whether the employee performs any work for remuneration or profit in non-covered employment. If during such four week period the employee performs any work for remuneration or profit for another covered employer the employee shall become eligible for disability and family leave benefits immediately with respect to that employment. In addition every such employee who has previously completed four or more consecutive weeks in employment with the covered employer for purposes of disability and family leave benefits [~~, or twenty-six or more consecutive weeks in employment with the covered employer for purposes of paid family leave,~~] and returns to work with the same employer after an agreed and specified unpaid leave of absence or vacation without pay shall become eligible for benefits immediately with respect to such employment. An employee who during a period in which he or she is eligible to receive benefits under subdivision two of section two hundred seven of this article returns to employment with a covered employer and an employee who is currently receiving unemployment insurance benefits or benefits under section two hundred seven of this article and who returns to employment with a covered employer shall become eligible for disability and family leave benefits immediately with respect to such employment. An employee regularly in the employment of a single employer on a work schedule less than the employer's normal work week shall become eligible for disability and family leave benefits on the twenty-fifth day of such regular employment [~~and for purposes of paid family leave an employer shall become eligible for benefits on the one hundred seventy-fifth day of such regular employment~~]. An employee who is eligible for disability and family leave benefits in the employment of a covered employer shall not be deemed, for the purposes of this article, to have such employment terminated during any period he or she is eligible to receive benefits under section two hundred four of this article with respect to such employment.

§ 4. Section 203-a of the workers' compensation law, as added by section 4 of part SS of chapter 54 of the laws of 2016, is amended to read as follows:

§ 203-a. Retaliatory action prohibited for disability and family leave. 1. The provisions of section one hundred twenty of this chapter and section two hundred forty-one of this article shall be applicable to disability and family leave.

2. Nothing in this section shall be deemed to diminish the rights, privileges, or remedies of any employee under any collective bargaining agreement or employment contract.

§ 5. Section 203-b of the workers' compensation law, as added by section 4 of part SS of chapter 54 of the laws of 2016, is amended to read as follows:

§ 203-b. Reinstatement following disability or family leave. Any eligible employee of a covered employer who takes leave, including leave due to a disability, under this article shall be entitled, on return from such leave, to be restored by the employer to the position of employment held by the employee when the leave commenced, or to be restored to a comparable position with comparable employment benefits, pay and other terms and conditions of employment. The taking of family leave or leave due to a disability shall not result in the loss of any employment benefit accrued prior to the date on which the leave commenced. Nothing in this section shall be construed to entitle any restored employee to the accrual of any seniority or employment benefits during any period of leave, or any right, benefit or position to which the employee would have been entitled had the employee not taken the leave.

§ 6. Section 203-c of the workers' compensation law, as added by section 4 of part SS of chapter 54 of the laws of 2016, is amended to read as follows:

§ 203-c. Health insurance during disability or family leave. In accordance with the Family and Medical Leave Act (29 U.S.C. §§ 2601-2654), during any period of disability or family leave the employer shall maintain any existing health benefits of the employee in force for the duration of such leave as if the employee had continued to work from the date he or she commenced disability or family leave until the date he or she returns to employment.

§ 7. Subdivision 2 of section 204 of the workers' compensation law, as amended by section 5 of part SS of chapter 54 of the laws of 2016, is amended to read as follows:

2. (a) The weekly benefit for family leave that occurs (i) on or after January first, two thousand eighteen shall not exceed eight weeks during any fifty-two week calendar period and shall be fifty percent of the employee's average weekly wage but shall not exceed fifty percent of the state average weekly wage, (ii) on or after January first, two thousand nineteen shall not exceed ten weeks during any fifty-two week calendar period and shall be fifty-five percent of the employee's average weekly wage but shall not exceed fifty-five percent of the state average weekly wage, (iii) on or after January first, two thousand twenty shall not exceed ten weeks during any fifty-two week calendar period and shall be sixty percent of the employee's average weekly wage but shall not exceed sixty percent of the state average weekly wage, ~~and~~ (iv) on or after January first ~~[of each succeeding year]~~, two thousand twenty-one shall not exceed twelve weeks during any fifty-two week calendar period and shall be sixty-seven percent of the employee's average weekly wage but shall not exceed sixty-seven percent of the New York state average week-

ly wage in effect, and (v) on or after January first, two thousand twenty-four, shall not exceed twelve weeks during any fifty-two week calendar period and shall be ninety percent of the portion of the employee's average weekly wage that is equal to or less than fifty percent of the New York state average weekly wage in effect and sixty-seven percent of the portion of the employee's average weekly wage that is more than fifty percent of the New York state average weekly wage in effect but shall not exceed sixty-seven percent of the New York state average weekly wage in effect. The superintendent of financial services shall have discretion to delay the increases in the family leave benefit level provided in subparagraphs (ii), (iii), ~~and~~ (iv), and (v) of this paragraph by one or more calendar years. In determining whether to delay the increase in the family leave benefit for any year, the superintendent of financial services shall consider: (1) the current cost to employees of the family leave benefit and any expected change in the cost after the benefit increase; (2) the current number of insurers issuing insurance policies with a family leave benefit and any expected change in the number of insurers issuing such policies after the benefit increase; (3) the impact of the benefit increase on employers' business and the overall stability of the program to the extent that information is readily available; (4) the impact of the benefit increase on the financial stability of the disability and family leave insurance market and carriers; and (5) any additional factors that the superintendent of financial services deems relevant. If the superintendent of financial services delays the increase in the family leave benefit level for one or more calendar years, the family leave benefit level that shall take effect immediately following the delay shall be the same benefit level that would have taken effect but for the delay. The weekly benefits for family leave that occurs on or after January first, two thousand eighteen shall not be less than one hundred dollars per week except that if the employee's wages at the time of family leave are less than one hundred dollars per week, the employee shall receive his or her full wages. Benefits may be payable to employees for paid family leave taken intermittently or for less than a full work week in increments of one full day or one fifth of the weekly benefit.

(b) The weekly benefit which the disabled employee is entitled to receive for disability commencing on or after January first, two thousand twenty-four shall be ninety percent of the portion of the employee's average weekly wage that is equal to or less than fifty percent of the New York state average weekly wage in effect and sixty-seven percent of the portion of the employee's average weekly wage that is more than fifty percent of the New York state average weekly wage in effect but shall not exceed sixty-seven percent of the New York state average weekly wage in effect; except that if the employee's average weekly wage is less than one hundred dollars, the benefit shall be such average weekly wage. The weekly benefit which the disabled employee is entitled to receive for disability commencing on or after May first, nineteen hundred eighty-nine shall be one-half of the employee's weekly wage, but in no case shall such benefit exceed one hundred seventy dollars; except that if the employee's average weekly wage is less than twenty dollars, the benefit shall be such average weekly wage. The weekly benefit which the disabled employee is entitled to receive for disability commencing on or after July first, nineteen hundred eighty-four shall be one-half of the employee's weekly wage, but in no case shall such benefit exceed one hundred forty-five dollars; except that if the employee's average weekly wage is less than twenty dollars, the benefit shall be such aver-

age weekly wage. The weekly benefit which the disabled employee is entitled to receive for disability commencing on or after July first, nineteen hundred eighty-three and prior to July first, nineteen hundred eighty-four shall be one-half of the employee's average weekly wage, but in no case shall such benefit exceed one hundred thirty-five dollars nor be less than twenty dollars; except that if the employee's average weekly wage is less than twenty dollars the benefit shall be such average weekly wage. The weekly benefit which the disabled employee is entitled to receive for disability commencing on or after July first, nineteen hundred seventy-four, and prior to July first, nineteen hundred eighty-three, shall be one-half of the employee's average weekly wage, but in no case shall such benefit exceed ninety-five dollars nor be less than twenty dollars; except that if the employee's average weekly wage is less than twenty dollars, the benefit shall be such average weekly wage. The weekly benefit which the disabled employee is entitled to receive for disability commencing on or after July first, nineteen hundred seventy and prior to July first, nineteen hundred seventy-four shall be one-half of the employee's average weekly wage, but in no case shall such benefit exceed seventy-five dollars nor be less than twenty dollars; except that if the employee's average weekly wage is less than twenty dollars the benefit shall be such average weekly wage. For any period of disability less than a full week, the benefits payable shall be calculated by dividing the weekly benefit by the number of the employee's normal work days per week and multiplying the quotient by the number of normal work days in such period of disability. The weekly benefit for a disabled employee who is concurrently eligible for benefits in the employment of more than one covered employer shall, within the maximum and minimum herein provided, be (i) one-half of the total of the employee's average weekly wages received from all such covered employers, or (ii) for disability commencing on or after January first, two thousand twenty-four, ninety percent of the portion of the employee's average weekly wage received from all such covered employers that is equal to or less than fifty percent of the New York state average weekly wage in effect and sixty-seven percent of the portion of the employee's average weekly wage received from all such covered employers that is more than fifty percent of the New York state average weekly wage in effect, and shall be allocated in the proportion of their respective average weekly wage payments.

§ 8. Section 207 of the workers' compensation law, as added by chapter 600 of the laws of 1949, subdivisions 1 and 2 as amended by chapter 438 of the laws of 1964, subdivision 4 as amended by chapter 436 of the laws of 1986, and subdivision 5 as added by section 8 of part SS of chapter 54 of the laws of 2016, is amended to read as follows:

§ 207. Disability while unemployed. 1. Employees entitled to unemployment insurance benefits. An employee whose employment with a covered employer is terminated and who during a period of unemployment within twenty-six weeks immediately following such termination of employment shall become ineligible for benefits currently being claimed under the unemployment insurance law solely because of disability commencing after June thirtieth, nineteen hundred fifty or need for family leave commencing after January first, two thousand twenty-four, and who on the day such disability or need for family leave commences is not employed or working for remuneration or profit and is not then otherwise eligible for benefits under this article, shall be entitled to receive disability or family leave benefits as herein provided for each week of such disability or need for family leave for which week he or she would have

1 received unemployment insurance benefits if he or she were not so disa-
2 bled or did not have such need for family leave. The weekly benefit of
3 such [~~disabled~~] employee shall be computed in the same manner as
4 provided in subdivision two of section two hundred four of this article,
5 and the benefits he or she is entitled to receive shall be subject to
6 the limitations as to maximum and minimum amounts and duration and other
7 conditions and limitations prescribed in sections two hundred four, two
8 hundred five and two hundred six of this article.

9 2. Employees not eligible for unemployment insurance benefits. An
10 employee whose employment with a covered employer is terminated and who
11 was in employment of one or more covered employers and was paid wages of
12 at least thirteen dollars in such employment in each of twenty calendar
13 weeks during the thirty calendar weeks immediately preceding the date he
14 or she last worked for such covered employer, and who during a period of
15 unemployment within twenty-six weeks immediately following such termi-
16 nation of employment is not eligible to benefits under the unemployment
17 insurance law because of lack of qualifying wages but who during unem-
18 ployment has evidenced his or her continued attachment to the labor
19 market, shall be eligible for benefits under the provisions of this
20 subdivision for disability commencing after June thirtieth, nineteen
21 hundred fifty or need for family leave commencing after January first,
22 two thousand twenty-four. If such employee becomes disabled and contin-
23 ues to be disabled for at least eight consecutive days during such twen-
24 ty-six week period and on the day such disability commences he or she is
25 not employed or working for remuneration or profit and is not then
26 otherwise eligible for benefits under this article, he or she shall be
27 entitled to receive disability benefits, as herein provided, beginning
28 with the eighth consecutive day of such disability, for each week of
29 such disability thereafter. If such employee has a need for family leave
30 during such twenty-six week period and on the day such family leave
31 commences such person is not employed or working for remuneration or
32 profit and is not then otherwise eligible for benefits under this arti-
33 cle, such person shall be entitled to receive family leave benefits, as
34 herein provided for each week of such family leave thereafter. The week-
35 ly benefit of such [~~disabled~~] employee shall be computed in the same
36 manner as provided in subdivision two of section two hundred four of
37 this article, and the benefits he or she is entitled to receive shall be
38 subject to the limitations as to maximum and minimum amounts and dura-
39 tion and other conditions and limitations prescribed in sections two
40 hundred four, two hundred five and two hundred six of this article.

41 3. Payment of benefits. The benefits payable under this section shall
42 be subject to the provisions and limitations generally applicable to
43 disability and family leave benefits payable under this article, and
44 shall be paid by the [~~chairman~~] chair out of any assets in the fund
45 created by section two hundred fourteen of this article. The [~~chairman~~]
46 chair may require an employee claiming benefits under this section to
47 file proofs of disability or need for family leave and of his or her
48 employment and wages, and other proofs reasonably necessary for the
49 [~~chairman~~] chair to make in the first instance the determination of
50 eligibility and benefit rights under this section; and may require his
51 or her employer or his or her former employer or employers to file
52 reports of employment and wages and other information reasonably neces-
53 sary for such determination. The [~~chairman~~] chair may make administra-
54 tive regulations for such determinations. The [~~chairman~~] chair may also
55 by regulation establish reasonable procedures for determining pro rata
56 benefits payable with respect to disability or family leave periods of

1 less than one week. Any employee claiming benefits under this section
2 whose claim is rejected in whole or in part by the [~~chairman~~ chair,
3 shall be entitled to request a review by the board and shall have all
4 the rights with respect to contested claims provided in this article.

5 4. Qualification notwithstanding casual non-covered employment. An
6 employment of not more than four weeks with a non-covered employer or
7 employers occurring within such twenty-six weeks period shall not
8 disqualify an employee from benefits provided such employee was other-
9 wise eligible to receive benefits under this section at the time such
10 employment for a non-covered employer commenced.

11 ~~[5. The foregoing provisions of this section shall not apply to family~~
12 ~~leave benefits, as family leave benefits are not available to employees~~
13 ~~that are not employed at the time family leave is requested by filing~~
14 ~~the notice and medical certification required by the chair.]~~

15 § 9. Paragraph (b) of subdivision 4 of section 212 of the workers'
16 compensation law, as added by section 13 of part SS of chapter 54 of the
17 laws of 2016, is amended to read as follows:

18 (b) Notwithstanding the definition of "employer" in section two
19 hundred one of this article, a sole proprietor, member of a limited
20 liability company or limited liability partnership, or other self-em-
21 ployed person may become a covered employer under this article for a
22 period of at least one year by complying with the provisions of subdivi-
23 sion one of this section. A self-employed person who becomes a covered
24 employer under this section shall become eligible for disability and
25 family leave benefits no later than four weeks after the purchase of a
26 policy of insurance under this article.

27 § 10. Subdivision 2 of section 2 of the workers' compensation law, as
28 amended by chapter 717 of the laws of 2021, is amended to read as
29 follows:

30 2. (a) "Department" means the department of labor of the state of New
31 York;

32 (b) "Chairman" or "chair" means the [~~chairman~~ chair of the workers'
33 compensation board of the state of New York;

34 (c) "Commissioner" means the industrial commissioner of the state of
35 New York;

36 (d) "Board" means the workers' compensation board of the state of New
37 York;

38 (e) "Commissioners" means the commissioners of the state insurance
39 fund of the department of labor of the state of New York.

40 § 11. Subdivision 2 of section 201 of the workers' compensation law,
41 as amended by chapter 717 of the laws of 2021, is amended to read as
42 follows:

43 2. "Chairman" or "chair" means the [~~chairman~~ chair of the workers'
44 compensation board of the state of New York.

45 § 12. Subdivision 6 of section 302 of the workers' compensation law,
46 as amended by chapter 717 of the laws of 2021, is amended to read as
47 follows:

48 6. "Chairman" shall mean the [~~chairman~~ chair of the workers' compen-
49 sation board.

50 § 13. Severability. If any clause, sentence, paragraph, subdivi-
51 sion, section or part of this act shall be adjudged by any court of
52 competent jurisdiction to be invalid, such judgment shall not affect,
53 impair, or invalidate the remainder thereof, but shall be confined in
54 its operation to the clause, sentence, paragraph, subdivision, section
55 or part thereof directly involved in the controversy in which
56 such judgment shall have been rendered. It is hereby declared to be the

1 intent of the legislature that this act would have been enacted even if
2 such invalid provisions had not been included herein.

3 § 14. This act shall take effect on the sixtieth day after it shall
4 have become a law; provided, however, that the amendments to subdivision
5 20 of section 201 of the workers' compensation law made by section two
6 of this act shall take effect on the same date and in the same manner as
7 section 2 of chapter 550 of the laws of 2021 takes effect. Effective
8 immediately, the addition, amendment and/or repeal of any rule or
9 regulation necessary for the implementation of this act on its effective
10 date are authorized to be made and completed on or before such effec-
11 tive date.