STATE OF NEW YORK

1456

2023-2024 Regular Sessions

IN ASSEMBLY

January 17, 2023

Introduced by M. of A. AUBRY, JACOBSON -- read once and referred to the Committee on Labor

AN ACT to amend the labor law, in relation to requiring employers to notify employees if they come into contact with other employees who have been diagnosed in relation to a disease outbreak causing a public health emergency

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

Section 1. The labor law is amended by adding a new section 202-n to read as follows:

§ 202-n. Public health emergencies; notification of contact. 1. When a federal, state, or local state of emergency has been declared due to a disease outbreak causing a public health emergency and an employer has reasonable knowledge that an employee has been diagnosed with the disease causing such public health emergency, the employer shall notify each employee who has had contact with the diagnosed employee within twenty-four hours of such knowledge, provided such disclosure is authorized by federal and/or state law or regulation; provided, however, that the employer shall not reveal the name of the diagnosed employee; and provided further, however, that such notification shall be provided in writing, in English and in the employee's primary language. This section shall not apply to an employer with ten or fewer employees.

2. The commissioner shall prepare templates of such notification and shall determine, in his or her discretion, which languages to provide in addition to English, based on the size of the New York state population that speaks each language and any other factor that the commissioner shall deem relevant. All such templates shall be made available to employers in such manner as determined by the commissioner. When an employee identifies as his or her primary language a language for which a template is not available from the commissioner, the employer shall

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

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comply with this subdivision by providing such employee an English-language notice.

§ 2. This act shall take effect immediately.