

# STATE OF NEW YORK

8933

## IN ASSEMBLY

January 30, 2024

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

AN ACT to amend the labor law, in relation to sick leave for domestic workers

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

- 1 Section 1. Subdivision 1 of section 196-b of the labor law, as added  
2 by section 1 of part J of chapter 56 of the laws of 2020, is amended to  
3 read as follows:  
4 1. Every employer shall be required to provide its employees with sick  
5 leave as follows:  
6 a. ~~[For]~~ Except as provided in paragraph b of this subdivision, for  
7 employers with four or fewer employees in any calendar year, each  
8 employee shall be provided with up to forty hours of unpaid sick leave  
9 in each calendar year; provided, however, an employer that employs four  
10 or fewer employees in any calendar year and that has a net income of  
11 greater than one million dollars in the previous tax year shall provide  
12 each employee with up to forty hours of paid sick leave pursuant to this  
13 section;  
14 b. For employers with between five and ninety-nine employees in any  
15 calendar year and all employers of one or more domestic workers, each  
16 employee shall be provided with up to forty hours of paid sick leave in  
17 each calendar year. For purposes of this subdivision, "domestic worker"  
18 shall mean any domestic worker as such term is defined in subdivision  
19 sixteen of section two of this chapter; and  
20 c. For employers with one hundred or more employees in any calendar  
21 year, each employee shall be provided with up to fifty-six hours of paid  
22 sick leave each calendar year.  
23 For purposes of determining the number of employees pursuant to this  
24 subdivision, a calendar year shall mean the twelve-month period from  
25 January first through December thirty-first. For all other purposes, a  
26 calendar year shall either mean the twelve-month period from January  
27 first through December thirty-first, or a regular and consecutive  
28 twelve-month period, as determined by an employer.  
29 § 2. This act shall take effect immediately.

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

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