# STATE OF NEW YORK

10295

# IN ASSEMBLY

February 20, 2026

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

AN ACT to amend the labor law, in relation to a period of paid leave for preventative health care measures

**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-m to read as follows:

**§ 202-m. Leave of absence for preventative health care granted to employees. 1. An employer shall grant four hours of leave of absence in any twelve-month period to an employee who seeks to undergo preventative health care measures, including, but not limited to, physical examinations, cancer screenings, medical procedures, monitoring and testing, and discussions with a health care provider related to such employee's health.**

**2. An employer shall not retaliate against an employee for requesting or obtaining a leave of absence under this section.**

**3. This section shall not prevent an employer from providing leave for preventative health care measures in addition to leave allowed under any other provision of law. This section shall not affect an employee's rights with respect to any other employee benefit otherwise provided by law.**

**4. The commissioner is hereby authorized and directed to establish any necessary guidelines, including requirements for notice, request and approval of leave, and documentation, for the timely implementation of the program.**

§ 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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