STATE OF NEW YORK

1467

2025-2026 Regular Sessions

IN ASSEMBLY

January 9, 2025

Introduced by M. of A. RAJKUMAR, CRUZ, BUTTENSCHON, JACOBSON, SHRESTHA, ROZIC, ALVAREZ, GALLAGHER, HEVESI, SLATER, BENDETT, MAHER, JENSEN, BEEPHAN, MANKTELOW, DeSTEFANO, SIMON, RAGA, BURDICK, RAMOS, CLARK, REYES, DURSO, McDONOUGH, NOVAKHOV, MORINELLO, FORREST, R. CARROLL, STECK, SIMONE, ZINERMAN, SEAWRIGHT, JONES, DE LOS SANTOS, DAVILA, MAMDANI, CUNNINGHAM, SAYEGH, SEPTIMO, KELLES, EACHUS, CHANG, TAGUE, TANNOUSIS, GANDOLFO, SHIMSKY, PIROZZOLO, RA, LEVENBERG, BARCLAY, TAPIA, McMAHON, BORES, VANEL, COLTON, ROSENTHAL, ANDERSON, TAYLOR, STERN, LUNSFORD, EICHENSTEIN, SIMPSON, GIGLIO, SMITH, BRABENEC, MILLER, GRAY, BLUMENCRANZ, LEMONDES, PALMESANO, KIM, CHANDLER-WATERMAN, WEPRIN, MITAYNES, JACKSON, WALSH, BICHOTTE HERMELYN, MEEKS, EPSTEIN, BRONSON, LEE, LUPARDO -- read once and referred to the Committee on Labor

AN ACT to amend the workers' compensation law, in relation to providing for paid family leave following a stillbirth

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

Section 1. Subdivision 15 of section 201 of the workers' compensation law, as added by section 2 of part SS of chapter 54 of the laws of 2016, is amended to read as follows:

15. "Family leave" shall mean any leave taken by an employee from work: (a) to participate in providing care, including physical or psychological care, for a family member of the employee made necessary by a serious health condition of the family member; [~~or~~] (b) to bond with the employee's child during the first twelve months after the child's birth, or the first twelve months after the placement of the child for adoption or foster care with the employee; [~~or~~] (c) **to recover after a stillbirth; or (d)** because of any qualifying exigency as interpreted under the family and medical leave act, 29 U.S.C.S § 2612(a)(1)(e) and 29 C.F.R. S.825.126(a)(1)-(8), arising out of the fact that the spouse, domestic partner, child, or parent of the employee is

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

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on active duty (or has been notified of an impending call or order to active duty) in the armed forces of the United States.

§ 2. This act shall take effect on the first of January following the first of September next succeeding the date on which it shall have become a law and shall apply to all policies or contracts issued, renewed, modified, altered or amended on or after such date.