STATE OF NEW YORK

791

2025-2026 Regular Sessions

IN ASSEMBLY

(Prefiled)

January 8, 2025

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

AN ACT to amend the labor law, in relation to allowing employees to receive paid sick leave to care for a sick pet

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

Section 1. Short title. This act shall be known and may be cited as the "sick leave for pet care act".

§ 2. Subparagraphs (ii) and (iii) of paragraph a and paragraph b of subdivision 4 of section 196-b of the labor law, as added by section 1 of part J of chapter 56 of the laws of 2020, are amended to read as follows:

(ii) for the diagnosis, care, or treatment of a mental or physical illness, injury or health condition of, or need for medical diagnosis of, or preventive care for, such employee or such employee's family member; [~~or~~]

(iii) for an absence from work due to any of the following reasons when the employee or employee's family member has been the victim of domestic violence pursuant to subdivision thirty-four of section two hundred ninety-two of the executive law, a family offense, sexual offense, stalking, or human trafficking:

(a) to obtain services from a domestic violence shelter, rape crisis center, or other services program;

(b) to participate in safety planning, temporarily or permanently relocate, or take other actions to increase the safety of the employee or employee's family members;

(c) to meet with an attorney or other social services provider to obtain information and advice on, and prepare for or participate in any criminal or civil proceeding;

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

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(d) to file a complaint or domestic incident report with law enforcement;

(e) to meet with a district attorney's office;

(f) to enroll children in a new school; or

(g) to take any other actions necessary to ensure the health or safety of the employee or the employee's family member or to protect those who associate or work with the employee.

For purposes of this [~~subdivision~~] **subparagraph**, the reasons outlined above in [~~subparagraph~~] **clauses** (a) through (g) must be related to the domestic violence, family offense, sexual offense, stalking, or human trafficking. Provided further that a person who has committed such domestic violence, family offense, sexual offense, stalking, or human trafficking shall not be eligible for leave under this subdivision for situations in which the person committed such offense and was not a victim, notwithstanding any family relationship**; or**

(iv) for the diagnosis, care, or treatment of a physical illness, injury or health condition of, or need for medical diagnosis of, or preventive care for, such employee's covered animal.

b. For purposes of this section, "family member" shall mean an employee's child, spouse, domestic partner, parent, sibling, grandchild or grandparent; and the child or parent of an employee's spouse or domestic partner. "Parent" shall mean a biological, foster, step- or adoptive parent, or a legal guardian of an employee, or a person who stood in loco parentis when the employee was a minor child. "Child" shall mean a biological, adopted or foster child, a legal ward, or a child of an employee standing in loco parentis. **"Covered animal" shall mean an employee's animal that is a service animal or an animal kept primarily for companionship in compliance with all applicable laws.**

§ 3. This act shall take effect immediately.