

STATE OF NEW YORK

10009

IN SENATE

April 22, 2026

Introduced by Sen. C. RYAN -- read twice and ordered printed, and when printed to be committed to the Committee on Health

AN ACT to amend the public health law, in relation to prohibiting adverse employment action where an employee renders first aid or emergency treatment

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

1 Section 1. Subdivision 2 of section 3000-a of the public health law is
2 renumbered subdivision 3 and a new subdivision 2 is added to read as
3 follows:

4 2. No employee, whether in public or private employment, shall be
5 subject to any adverse employment action, have their terms and condi-
6 tions of employment altered, or be subject to discipline or reprimand,
7 where such employee voluntarily and without expectation of monetary
8 compensation, renders first aid or emergency treatment at the scene of
9 an accident or other emergency outside a hospital, doctor's office or
10 any other place having proper and necessary medical equipment in close
11 proximity, to a person who is unconscious, ill, or injured, unless it is
12 established that such employee was grossly negligent in providing such
13 first aid or emergency treatment.

14 § 2. This act shall take effect immediately.

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

LBD15309-01-6