STATE OF NEW YORK

3054

2025-2026 Regular Sessions

IN SENATE

January 23, 2025

Introduced by Sen. HARCKHAM -- read twice and ordered printed, and when printed to be committed to the Committee on Transportation

AN ACT to amend the public authorities law, in relation to providing benefits to Metro-North employees involved in or who witness a serious injury or fatality of another person in the course of an assigned duty

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

Section 1. The public authorities law is amended by adding a new section 1266-n to read as follows:

§ 1266-n. Benefits for employees involved in or who witness serious injuries or fatalities of another person in the course of an assigned duty. 1. For any employee of the Metro-North Commuter Railroad Company who witnesses or is otherwise involved in a serious injury or fatality of another person through the course of such employee's assigned duty, Metro-North shall provide mandatory benefits, including but not limited to:

(a) seven consecutive working days of paid leave, beginning the immediate subsequent day the employee is scheduled to work, excluding the employee's regularly scheduled days off;

(b) mental health services, including counseling, at the option of the employee; and

(c) a mandatory mental health examination conducted by the employee's health care provider before being approved to return to work, with up to four additional weeks of paid leave, if recommended by their health care provider.

2. Such employee shall be compensated by Metro-North at an amount not less than the employee would have earned on the assignment they would have worked until such employee has used their full allotment of mandated time off pursuant to this section.

§ 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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