

# STATE OF NEW YORK

4140

2025-2026 Regular Sessions

## IN SENATE

February 3, 2025

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

AN ACT to amend the workers' compensation law, in relation to enacting the "protection in the workplace act"

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

1 Section 1. Short title. This act shall be known and may be cited as  
2 the "protection in the workplace act".

3 § 2. Legislative intent. It is the finding of this legislature that  
4 violence in the workplace has become an increasingly serious occupa-  
5 tional hazard, which all too many employees and employers must confront.  
6 While it is the intent of the workers' compensation system to provide  
7 medical aid and monetary compensation to injured workers or their survi-  
8 vors in return for the surrender of their right to petition the courts,  
9 it is the finding of this body that rape, sexual assault or other sex  
10 crimes should not be classified as a condition of employment at the  
11 expense of the workers' compensation system's ameliorative goals and  
12 that such system is not and should not be used as a shield to permit  
13 employers whose negligent acts or omissions cause injury or harm to  
14 fellow employees without such injured employees having every opportunity  
15 for full and adequate redress. For purposes of determining benefits  
16 pursuant to the workers' compensation law, sexual assault is not, and  
17 shall not be considered a condition of employment.

18 It is therefore the intent of this legislation to ensure that workers  
19 suffering sexual assault in the workplace due to the derelict or negli-  
20 gent practices of their employer, receive appropriate medical care and  
21 benefits but also have every opportunity to recover all damages commensurate with their injury.

22 § 3. The workers' compensation law is amended by adding a new section  
23 10-a to read as follows:  
24

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

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1 § 10-a. Liability resulting from sexual offenses. Notwithstanding any  
2 other provision of law, any employee suffering injury or personal injury  
3 pursuant to subdivision seven of section two of this chapter as a conse-  
4 quence of a sexual offense as defined in article one hundred thirty of  
5 the penal law due to negligent acts or omissions of the employer shall  
6 be entitled to all rights and benefits available pursuant to this chap-  
7 ter and, in addition may pursue any remedy available in equity or at  
8 law, for compensation for any and all damages resulting from such inju-  
9 ry.

10 § 4. Section 11 of the workers' compensation law, as amended by chap-  
11 ter 835 of the laws of 2022, is amended to read as follows:

12 § 11. Alternative remedy. 1. The liability of an employer prescribed  
13 by [~~the last preceding~~] section ten of this article shall be exclusive  
14 and in place of any other liability whatsoever, to such employee, [~~his~~  
15 ~~or her~~] such employee's personal representatives, spouse, parents,  
16 dependents, distributees, or any person otherwise entitled to recover  
17 damages, contribution or indemnity, at common law or otherwise, on  
18 account of such injury or death or liability arising therefrom, except  
19 that if an employer fails to secure the payment of compensation for [~~his~~  
20 ~~or her~~] their injured employees and their dependents as provided in  
21 section fifty of this chapter, an injured employee, or [~~his or her~~] such  
22 injured employee's legal representative in case of death results from  
23 the injury, may, at [~~his or her~~] their option, elect to claim compen-  
24 sation under this chapter, or to maintain an action in the courts for  
25 damages on account of such injury; and in such an action it shall not be  
26 necessary to plead or prove freedom from contributory negligence nor may  
27 the defendant plead as a defense that the injury was caused by the  
28 negligence of a fellow servant nor that the employee assumed the risk of  
29 [~~his or her~~] their employment, nor that the injury was due to the  
30 contributory negligence of the employee. The liability under this chap-  
31 ter of The New York Jockey Injury Compensation Fund, Inc. created under  
32 section two hundred twenty-one of the racing, pari-mutuel wagering and  
33 breeding law shall be limited to the provision of workers' compensation  
34 coverage to jockeys, apprentice jockeys, exercise persons, and at the  
35 election of the New York Jockey Injury Compensation Fund, Inc., with the  
36 approval of the New York state gaming commission, employees of licensed  
37 trainers or owners licensed under article two or four of the racing,  
38 pari-mutuel wagering and breeding law and any statutory penalties  
39 resulting from the failure to provide such coverage.

40 2. For purposes of this section the terms "indemnity" and "contrib-  
41 ution" shall not include a claim or cause of action for contribution or  
42 indemnification based upon a provision in a written contract entered  
43 into prior to the accident or occurrence by which the employer had  
44 expressly agreed to contribution to or indemnification of the claimant  
45 or person asserting the cause of action for the type of loss suffered.

46 3. An employer shall not be liable for contribution or indemnity to  
47 any third person based upon liability for injuries sustained by an  
48 employee acting within the scope of [~~his or her~~] their employment for  
49 such employer unless such third person proves through competent medical  
50 evidence that such employee has sustained a "grave injury" which shall  
51 mean only one or more of the following: death, permanent and total loss  
52 of use or amputation of an arm, leg, hand or foot, loss of multiple  
53 fingers, loss of multiple toes, paraplegia or quadriplegia, total and  
54 permanent blindness, total and permanent deafness, loss of nose, loss of  
55 ear, permanent and severe facial disfigurement, loss of an index finger

1 or an acquired injury to the brain caused by an external physical force  
2 resulting in permanent total disability.

3 4. For purposes of this section "person" means any individual, firm,  
4 company, partnership, corporation, joint venture, joint-stock associ-  
5 ation, association, trust or legal entity.

6 5. The liability under this chapter of the New York black car opera-  
7 tors' injury compensation fund, inc. shall be limited to: (i) securing  
8 the payment of workers' compensation in accordance with article six-F of  
9 the executive law to black car operators, as defined in such article,  
10 whose injury arose out of and in the course of providing services for a  
11 central dispatch facility, as defined in such article, that is a regis-  
12 tered member of such fund, and (ii) any statutory penalty resulting from  
13 the failure to secure such payment. The liability under this chapter of  
14 a central dispatch facility, as defined in article six-F of the execu-  
15 tive law, that is a registered member of the New York black car opera-  
16 tors' injury compensation fund, inc. that shall be limited to remaining  
17 a registered member in good standing of such fund and any statutory  
18 penalty, including loss of immunity provided by this section, resulting  
19 from the failure to become or remain a registered member in good stand-  
20 ing of such fund, except, however, that such central dispatch facility  
21 shall be subject to the provisions of section one hundred thirty-one of  
22 this chapter and shall be liable for any payments for which it may  
23 become responsible pursuant to such section or pursuant to section four-  
24 teen-a of this article.

25 6. The liability under this chapter of the New York independent livery  
26 driver benefit fund, inc. shall be limited to: (i) securing the payment  
27 of workers' compensation coverage to cover those matters required by  
28 article six-G of the executive law for independent livery drivers, as  
29 defined in such article, whose injury arose out of and in the course of  
30 providing covered services for a livery base, as defined in such arti-  
31 cle, that is a registered member of such fund, and (ii) any statutory  
32 penalty resulting from the failure to secure such payment.

33 [~~2-~~] 7. Determination by the board shall not be given collateral  
34 estoppel effect in any other action or proceeding arising out of the  
35 same occurrence, other than the determination of the existence of an  
36 employer employee relationship.

37 8. Notwithstanding any other provision of law, an employee suffering  
38 an injury or personal injury as a result of a sexual offense as defined  
39 in article one hundred thirty of the penal law, due to negligent acts or  
40 omissions of the employer shall be entitled to all rights and benefits  
41 available pursuant to this chapter and, in addition may pursue any reme-  
42 dy available in equity or at law for compensation for damages resulting  
43 from such injury. Any insurance carrier providing workers' compensation  
44 benefits pursuant to this section shall be entitled to a lien on any  
45 damages awarded pursuant to this section, provided that no such lien  
46 shall be in an amount greater than the amount of benefits paid by such  
47 insurance carrier.

48 § 5. Subdivision 6 of section 29 of the workers' compensation law, as  
49 amended by chapter 635 of the laws of 1996, is amended to read as  
50 follows:

51 6. The right to compensation or benefits under this chapter, shall be  
52 the exclusive remedy to an employee, or in case of death [~~his or her~~]  
53 such employee's dependents, when such employee is injured or killed by  
54 the negligence or wrong of another in the same employ, unless such  
55 employee was injured or killed as a consequence of a sexual offense, as  
56 defined in article one hundred thirty of the penal law, the employer's

1 insurer or any collective bargaining agent of the employer's employees  
2 or any employee, of such insurer or such collective bargaining agent  
3 (while acting within the scope of [~~his or her~~ their employment). The  
4 limitation of liability of an employer set forth in section eleven of  
5 this article for the injury or death of an employee shall be applicable  
6 to another in the same employ, the employer's insurer, any collective  
7 bargaining agent of the employer's employees or any employee of the  
8 employer's insurer or such collective bargaining agent (while acting  
9 within the scope of [~~his or her~~ their employment). The option to main-  
10 tain an action in the courts for damages based on the employer's failure  
11 to secure compensation for injured employees and their dependents as set  
12 forth in section eleven of this article shall not be construed to  
13 include the right to maintain an action against another in the same  
14 employ, the employer's insurer, any collective bargaining agent of the  
15 employer's employees or any employee of the employer's insurer or such  
16 collective bargaining agent (while acting within the scope of [~~his or~~  
17 ~~her~~ their employment).  
18 § 6. This act shall take effect immediately.