

STATE OF NEW YORK

10078

IN ASSEMBLY

January 30, 2026

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

AN ACT to amend the labor law, in relation to classification of transportation network company drivers as employees

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

1 Section 1. The labor law is amended by adding a new article 25-D to
2 read as follows:

ARTICLE 25-D

TRANSPORTATION NETWORK COMPANY DRIVERS

5 Section 863. Presumption of employment by a transportation network
6 company.

7 § 863. Presumption of employment by a transportation network compa-
8 ny. Any person performing services as a driver for a transportation
9 network company as defined in article forty-four-B of the vehicle and
10 traffic law, shall be classified as an employee for purposes of this
11 chapter unless the person is a separate business entity or all of the
12 following criteria are met, in which case the person shall be an inde-
13 pendent contractor:

14 (a) the individual is free from control and direction in performing
15 the job, both under such individual's contract and in fact;

16 (b) the service must be performed outside the usual course of business
17 for which the service is performed; and

18 (c) the individual is customarily engaged in an independently estab-
19 lished trade, occupation, profession, or business that is similar to the
20 service at issue.

21 § 2. This act shall take effect on the sixtieth day after it shall
22 have become a law.

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

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