

STATE OF NEW YORK

5423

2025-2026 Regular Sessions

IN ASSEMBLY

February 14, 2025

Introduced by M. of A. FORREST -- read once and referred to the Committee on Governmental Employees

AN ACT to amend the civil service law, in relation to establishing a four-day workweek pilot program for state employees

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

1 Section 1. The civil service law is amended by adding a new section
2 159-e to read as follows:

3 § 159-e. Four-day workweek pilot program. 1. On or before October
4 first, two thousand twenty-seven, the division of the budget, in cooper-
5 ation with the department, shall identify state agencies or other jobs
6 in the performance of any function of state government for which a four-
7 day workweek is feasible and beneficial for at least sixty percent of
8 state employees employed by such state agency or employed in the
9 performance of such function of state government.

10 2. The division of the budget and the department shall:

11 (a) subject to paragraph (b) of this subdivision, on or before October
12 first, two thousand twenty-nine, complete the implementation of a four-
13 day workweek for state employees employed in the state agencies or in
14 the jobs in the performance of a function of state government identified
15 pursuant to subdivision one of this section; and

16 (b) if such state employees for whom a four-day workweek will be
17 implemented under paragraph (a) of this subdivision are in a bargaining
18 unit represented by an exclusive representative, before implementation:

19 (i) negotiate the transition of such employees in such bargaining unit
20 to a four-day workweek; and

21 (ii) complete a signed agreement with such exclusive representative
22 that establishes the requirements of such four-day workweek for such
23 employees in such bargaining unit.

24 3. An employee who transitions to a four-day workweek pursuant to this
25 section may not, as a direct result of such transition:

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

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1 (a) have work hours reduced to less than thirty-six hours of work each
2 week; or

3 (b) receive a reduction in pay or benefits.

4 4. On or before October first, two thousand thirty, the division of
5 the budget and the department shall submit a report to the governor and
6 the legislature on the implementation of a four-day workweek pursuant to
7 this section, which shall include:

8 (a) the status of such implementation;

9 (b) the impact of such implementation on:

10 (i) vacancy rates; and

11 (ii) the budgets of the affected state agencies; and

12 (c) any other relevant information as determined by the division of
13 the budget and the department.

14 § 2. This act shall take effect October 1, 2026.