

STATE OF NEW YORK

6516--A

2025-2026 Regular Sessions

IN ASSEMBLY

March 5, 2025

Introduced by M. of A. SEPTIMO -- read once and referred to the Committee on Labor -- recommitted to the Committee on Labor in accordance with Assembly Rule 3, sec. 2 -- committee discharged, bill amended, ordered reprinted as amended and recommitted to said committee

AN ACT to amend the labor law, in relation to requiring employers to provide paid leave to veteran employees on Veterans' day

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 section 219-e to
2 read as follows:

3 § 219-e. Leave of absence for veterans on Veterans' day. 1. For the
4 purposes of this section:

5 (a) "Employer" means any person, corporation, partnership, limited
6 liability company, or association employing any individual in any occu-
7 pation, industry, trade, business, or service. The term "employer" shall
8 not include the state, any political subdivision of the state, a public
9 authority, or any other governmental agency or instrumentality.

10 (b) "Veteran" means the same as defined in subdivision three of
11 section one of veterans' services law.

12 (c) "Qualifying condition" means the same as defined in subdivision
13 eight of section one of the veterans' services law.

14 (d) "Discharged LGBT veteran" means the same as defined in subdivision
15 nine of section one of the veterans' services law.

16 2. Every employer in this state shall give leave of absence with pay
17 for twenty-four hours on the eleventh day of November, known as Veter-
18 ans' day, to every employee who (a) is a veteran and has received a
19 discharge other than bad conduct or dishonorable from such service; (b)
20 is a veteran, has a qualifying condition, and has received a discharge
21 other than bad conduct or dishonorable from such service; or (c) is a
22 discharged LGBT veteran and received a discharge other than bad conduct
23 or dishonorable from such service, except where such employer has desig-

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

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1 nated such employee as a critical employee, in which event such person
2 shall be entitled to leave of absence with pay on another day in lieu
3 thereof.

4 § 2. This act shall take effect immediately.