

STATE OF NEW YORK

9350

2025-2026 Regular Sessions

IN ASSEMBLY

December 19, 2025

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

AN ACT to amend the labor law, in relation to permitted leaves of absence for members of civil air patrol

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

1 Section 1. Subdivisions 1, 2 and 4 of section 202-l of the labor law,
2 as added by chapter 393 of the laws of 2014, paragraph (a) of subdivi-
3 sion 2 as amended by chapter 376 of the laws of 2014, are amended to
4 read as follows:

5 1. During the time that an emergency exists following a declaration of
6 such emergency pursuant to section twenty-four or twenty-eight of the
7 executive law, or during a United States Air Force assigned mission, an
8 employee may request and shall be granted a leave of absence from [~~his~~
9 ~~or her~~] their employer while engaged in the actual performance of [~~his~~
10 ~~or her~~] the employee's duties as, (a) a volunteer firefighter, [~~or~~] (b)
11 an enrolled member of a volunteer ambulance service pursuant to article
12 thirty of the public health law, or (c) a member of the United States
13 Air Force Auxiliary Civil Air Patrol or the United States Coast Guard
14 Auxiliary Pilots unless the employer determines that the employee's
15 absence would impose an undue hardship on the conduct of the employer's
16 business as defined by paragraph (d) of subdivision ten of section two
17 hundred ninety-six of the executive law.

18 2. Subdivision one of this section shall apply only when:

19 (a) The employer has previously received written documentation from
20 the head of the employee's volunteer fire department or volunteer ambu-
21 lance service or unit commander, as applicable, notifying the employer
22 of the employee's status as a volunteer firefighter or member of a
23 volunteer ambulance service or member of the United States Air Force
24 Auxiliary Civil Air Patrol or the United States Coast Guard Auxiliary
25 Pilots; and

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

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(b) The employee's duties as a volunteer firefighter ~~[or]~~, member of a volunteer ambulance service, or member of the United States Air Force Auxiliary Civil Air Patrol or the United States Coast Guard Auxiliary Pilots are related to the declared emergency; and

(c) In the case of members of the United States Air Force Auxiliary Civil Air Patrol or the United States Coast Guard Auxilliary Pilots, upon written request from a unit commander to participate in emergency services or during a United States Air Force assigned mission.

4. Upon the employer's request, an employee who has been granted a leave of absence in accordance with this section shall provide ~~[his or her]~~ their employer with a notarized statement from the head of the volunteer fire department or volunteer ambulance service, or unit commander, as applicable, certifying the period of time, or times, that said employee responded to any emergency pursuant to this section.

§ 2. This act shall take effect immediately.