STATE OF NEW YORK

9350--C

Cal. No. 417

2025-2026 Regular Sessions

IN ASSEMBLY

December 19, 2025

Introduced by M. of A. LUPARDO, PAULIN, McDONALD, SCHIAVONI, BRABENEC, BEEPHAN, BURROUGHS, SANTABARBARA, KAY, TORRES, ROZIC, KELLES, SLATER, SHIMSKY, WALSH, MAHER, JACOBSON -- 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 -- again reported from said committee with amendments, ordered reprinted as amended and recommitted to said committee -- reported from committee, advanced to a third reading, amended and ordered reprinted, retaining its place on the order of third reading

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:

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

1. During the time that an emergency exists following a declaration of such emergency pursuant to section twenty-four or twenty-eight of the executive law, **or during a United States Air Force or United States Coast Guard assigned mission,** an employee may request and shall be granted a leave of absence from [~~his or her~~] **their** employer while engaged in the actual performance of [~~his or her~~] **the employee's** duties as, (a) a volunteer firefighter, [~~or~~] (b) an enrolled member of a volunteer ambulance service pursuant to article thirty of the public health law**, or (c) a member of the United States Air Force Auxiliary Civil Air Patrol or the United States Coast Guard Auxiliary Pilots** unless the employer determines that the employee's absence would impose an undue hardship on the conduct of the employer's business as defined by para-

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

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graph (d) of subdivision ten of section two hundred ninety-six of the executive law.

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

(a) The employer has previously received written documentation from the head of the employee's volunteer fire department or volunteer ambulance service **or unit commander**, as applicable, notifying the employer of the employee's status 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**; and

(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 Auxiliary Pilots, upon written request from a unit commander to participate in emergency services or during a United States Air Force or United States Coast Guard 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.