

STATE OF NEW YORK

978

2025-2026 Regular Sessions

IN ASSEMBLY

(Prefiled)

January 8, 2025

Introduced by M. of A. ANGELINO, BENDETT, DeSTEFANO, DURSO, GIGLIO, LEMONDES, McDONOUGH, MILLER, MORINELLO, TAGUE -- read once and referred to the Committee on Labor

AN ACT to amend the labor law, in relation to job protection for emergency services volunteers

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 202-m to
2 read as follows:

3 § 202-m. Authorized absence. 1. If an employee is absent from or late
4 to their employment in order to respond to an emergency prior to the
5 time the employee is to report to their employment due to them engaging
6 in the actual performance of their duties as (a) a volunteer firefight-
7 er, or (b) an enrolled member of a volunteer ambulance service pursuant
8 to article thirty of the public health law, an employer shall be prohib-
9 ited from terminating such employee on the basis of such absence or
10 lateness.

11 2. The entire period of the authorized absence granted pursuant to
12 this section may be charged against any other leave such employee is
13 otherwise entitled to, and such authorized absence shall include travel
14 both to and from such duties performed in their capacity as a volunteer.
15 At the employer's request, the employee must provide the employer with a
16 statement from the head of the volunteer firefighter or volunteer ambu-
17 lance service, as applicable, stating the employee responded to an emer-
18 gency and the time of such response.

19 § 2. This act shall take effect immediately.

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

LBD02659-01-5