STATE OF NEW YORK

4515

2025-2026 Regular Sessions

IN SENATE

February 6, 2025

Introduced by Sens. RAMOS, COMRIE, FERNANDEZ, HOYLMAN-SIGAL, JACKSON -- read twice and ordered printed, and when printed to be committed to the Committee on Labor

AN ACT to amend the labor law, in relation to sick leave for domestic workers

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

Section 1. Subdivision 1 of section 196-b of the labor law, as added by section 1 of part J of chapter 56 of the laws of 2020, is amended to read as follows:

1. Every employer shall be required to provide its employees with sick leave as follows:

a. [~~For~~] **Except as provided in paragraph b of this subdivision, for** employers with four or fewer employees in any calendar year, each employee shall be provided with up to forty hours of unpaid sick leave in each calendar year; provided, however, an employer that employs four or fewer employees in any calendar year and that has a net income of greater than one million dollars in the previous tax year shall provide each employee with up to forty hours of paid sick leave pursuant to this section;

b. For employers with between five and ninety-nine employees in any calendar year **and all employers of one or more domestic workers**, each employee shall be provided with up to forty hours of paid sick leave in each calendar year**. For purposes of this subdivision, "domestic worker" shall mean any domestic worker as such term is defined in subdivision sixteen of section two of this chapter**; and

c. For employers with one hundred or more employees in any calendar year, each employee shall be provided with up to fifty-six hours of paid sick leave each calendar year.

For purposes of determining the number of employees pursuant to this subdivision, a calendar year shall mean the twelve-month period from

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

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January first through December thirty-first. For all other purposes, a calendar year shall either mean the twelve-month period from January first through December thirty-first, or a regular and consecutive twelve-month period, as determined by an employer.

§ 2. This act shall take effect immediately.