

# STATE OF NEW YORK

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5211

2025-2026 Regular Sessions

## IN SENATE

February 19, 2025

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Introduced by Sen. SCARCELLA-SPANTON -- read twice and ordered printed,  
and when printed to be committed to the Committee on Civil Service and  
Pensions

AN ACT to amend the civil service law, in relation to enacting the "New  
York state teleworking expansion act"

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

1 Section 1. Short title. This act shall be known and may be cited as  
2 the "New York state teleworking expansion act".

3 § 2. The civil service law is amended by adding a new section 13 to  
4 read as follows:

5 § 13. Teleworking programs. 1. Each state agency shall establish a  
6 policy and program to allow employees to perform all or a portion of  
7 their duties through teleworking to the maximum extent possible without  
8 diminished employee performance. Each state agency shall designate a  
9 "telework coordinator" to be responsible for overseeing the implementa-  
10 tion of teleworking programs.

11 2. For the purposes of this section, the term:

12 (a) "telework" shall mean to perform normal and regular work functions  
13 on a workday that ordinarily would be performed at the state agency's  
14 principal location at a different location, thereby eliminating or  
15 substantially reducing the physical commute to and from such state agen-  
16 cy's principal location; and

17 (b) "state agency" shall mean any state department, board, bureau,  
18 division, commission, committee, public authority, public benefit corpo-  
19 ration, council, office, or other governmental entity performing a  
20 governmental or proprietary function for the state.

21 3. No agency shall establish a policy pursuant to this section for any  
22 employee that is subject to a collective bargaining agreement unless  
23 such policy has been mutually agreed to between the agency and the  
24 employee organization that is certified or recognized to represent such

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

LBD02899-01-5

1 employees, within the meaning of article fourteen of this chapter,  
2 pursuant to a collective bargaining agreement.  
3 § 3. This act shall take effect on the ninetieth day after it shall  
4 have become a law.