

STATE OF NEW YORK

8494

2025-2026 Regular Sessions

IN SENATE

September 3, 2025

Introduced by Sen. LIU -- read twice and ordered printed, and when printed to be committed to the Committee on Rules

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, an employee may request and shall be granted a leave of
8 absence from [~~his or her~~] their employer while engaged in the actual
9 performance of [~~his or her~~] the employee's duties as, (a) a volunteer
10 firefighter, [~~or~~] (b) an enrolled member of a volunteer ambulance
11 service pursuant to article thirty of the public health law, or (c) a
12 member of the United States Air Force Auxiliary Civil Air Patrol or the
13 United States Coast Guard Auxiliary Pilots unless the employer deter-
14 mines that the employee's absence would impose an undue hardship on the
15 conduct of the employer's business as defined by paragraph (d) of subdivi-
16 sion ten of section two hundred ninety-six of the executive law.

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

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

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.