STATE OF NEW YORK

8892

IN SENATE

January 13, 2026

Introduced by Sen. FERNANDEZ -- 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 the use of paid sick leave for bereavement purposes

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

Section 1. Section 196-b of the labor law is amended by adding a new subdivision 4-b to read as follows:

4-b. (a) On and after January first, two thousand twenty-seven and upon the oral or written request of an employee, an employer shall provide accrued sick leave for the following purposes:

(i) for bereavement upon the death of a family member, or upon pregnancy loss by the employee or the employee's spouse or domestic partner; or

(ii) upon a foster child leaving a foster family provided the foster child was in the care of the foster family for six months or longer.

(b) If the employee has used their allotted paid sick hours for that calendar year, such employee shall be allowed to take unpaid sick time in an amount not to exceed five days.

§ 2. This act shall take effect January 1, 2027.

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

LBD13888-02-5