STATE OF NEW YORK

9443

IN SENATE

March 12, 2026

Introduced by Sen. GONZALEZ -- 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 establishing a four-day workweek pilot program for state employees

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

Section 1. The civil service law is amended by adding a new section 159-e to read as follows:

§ 159-e. Four-day workweek pilot program. 1. On or before October first, two thousand twenty-seven, the division of the budget, in cooperation with the department, shall identify state agencies or other jobs in the performance of any function of state government for which a four-day workweek is feasible and beneficial for at least sixty percent of state employees employed by such state agency or employed in the performance of such function of state government.

2. The division of the budget and the department shall:

(a) subject to paragraph (b) of this subdivision, on or before October first, two thousand twenty-nine, complete the implementation of a four-day workweek for state employees employed in the state agencies or in the jobs in the performance of a function of state government identified pursuant to subdivision one of this section; and

(b) if such state employees for whom a four-day workweek will be implemented under paragraph (a) of this subdivision are in a bargaining unit represented by an exclusive representative, before implementation:

(i) negotiate the transition of such employees in such bargaining unit to a four-day workweek; and

(ii) complete a signed agreement with such exclusive representative that establishes the requirements of such four-day workweek for such employees in such bargaining unit.

3. An employee who transitions to a four-day workweek pursuant to this section may not, as a direct result of such transition:

(a) have work hours reduced to less than thirty-six hours of work each week; or

(b) receive a reduction in pay or benefits.

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

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4. On or before October first, two thousand thirty, the division of the budget and the department shall submit a report to the governor and the legislature on the implementation of a four-day workweek pursuant to this section, which shall include:

(a) the status of such implementation;

(b) the impact of such implementation on:

(i) vacancy rates; and

(ii) the budgets of the affected state agencies; and

(c) any other relevant information as determined by the division of the budget and the department.

§ 2. This act shall take effect October 1, 2026.