

Labor & Employment Updates

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STATE OF NEW YORK

5436--A

2025-2026 Regular Sessions

IN ASSEMBLY

February 14, 2025

Introduced by M. of A. ROSENTHAL -- read once and referred to the Committee on Governmental Operations -- committee discharged, bill amended, ordered reprinted as amended and recommitted to said committee

AN ACT to amend the executive law and the labor law, in relation to preventing discrimination and increasing awareness of menopause and perimenopause

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

1 Section 1. Paragraph (a) of subdivision 3 of section 296 of the executive law, as amended by chapter 369 of the laws of 2015, is amended to
2 read as follows:

3
4 (a) It shall be an unlawful discriminatory practice for an employer,
5 licensing agency, employment agency or labor organization to refuse to
6 provide reasonable accommodations to the known disabilities, [~~ex~~] preg-
7 nancy-related conditions, or menstrual-related or menopausal-related
8 conditions of an employee, prospective employee or member in connection
9 with a job or occupation sought or held or participation in a training
10 program.

11 § 2. The labor law is amended by adding a new section 201-j to read as
12 follows:

13 § 201-j. Informational materials relating to the rights of employees
14 for menstrual-related and menopausal-related conditions. Every employer
15 shall provide each employee an informational pamphlet on any regulations
16 promulgated pursuant to section two hundred ninety-six of the executive
17 law relating to the rights of employees for menstrual-related and meno-
18 pausal-related conditions, including the duty of such employer to
19 provide reasonable accommodations. Such pamphlet shall be prepared by
20 the New York state division of human rights and include resources for
21 employees if employees feel that such employees have been discriminated
22 against.

23 § 3. This act shall take effect immediately; provided, however, that
24 section two of this act shall take effect on the ninetieth day after it
25 shall have become a law.

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

LBD09231-03-5

STATE OF NEW YORK

9244

IN SENATE

February 18, 2026

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

AN ACT to amend the workers' compensation law, in relation to providing five days of paid leave for menopause

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

1 Section 1. Paragraph B of subdivision 9 of section 201 of the work-
2 ers' compensation law, as amended by chapter 352 of the laws of 1981, is
3 amended to read as follows:

4 B. "Disability" also includes disability caused by or in connection
5 with a pregnancy or menopause.

6 § 2. Section 201 of the workers' compensation law is amended by adding
7 a new subdivision 25 to read as follows:

8 25. "Menopause" includes symptoms such as vasomotor symptoms including
9 hot flashes and night sweats, chills, sleep problems, hormonal/emotional
10 imbalances, weight gain and slowed metabolism.

11 § 3. Paragraph (c) of subdivision 15 of section 201 of the workers'
12 compensation law, as added by section 2 of part SS of chapter 54 of the
13 laws of 2016, is amended and a new paragraph (d) is added to read as
14 follows:

15 (c) because of any qualifying exigency as interpreted under the family
16 and medical leave act, 29 U.S.C.S § 2612(a)(1)(e) and 29 C.F.R.
17 S.825.126(a)(1)-(8), arising out of the fact that the spouse, domestic
18 partner, child, or parent of the employee is on active duty (or has been
19 notified of an impending call or order to active duty) in the armed
20 forces of the United States[-]; or (d) to seek services for menopause
21 including, but not limited to, medical attention for any physical or
22 psychological imbalances, and seeking physician assistance in order to
23 deal with the effects of prescribed pharmaceuticals.

24 § 4. The workers' compensation law is amended by adding a new section
25 204-a to read as follows:

26 § 204-a. Menopause leave. In addition to any leave taken by an indi-
27 vidual pursuant to section two hundred four of this article, an eligible
28 employee may take an additional five days a month paid leave during any

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

LBD14546-01-6

1 fifty-two-week calendar period for menopause. An employee taking paid
2 leave pursuant to the provisions of this section shall otherwise be
3 treated as any other covered employee for the purposes of this chapter.

4 § 5. The department of financial services is authorized to take into
5 account the provisions of this act when determining the maximum employee
6 contribution for the paid family leave program pursuant to article 9 of
7 the workers' compensation law.

8 § 6. This act shall take effect immediately.

STATE OF NEW YORK

8822

IN SENATE

January 8, 2026

Introduced by Sen. MAY -- 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 prohibiting the use of employment promissory notes and other similar provisions; and to amend a chapter of the laws of 2025 amending the labor law relating to enacting the "trapped at work act", as proposed in legislative bills numbers S. 4070-B and A. 584-C, in relation to the effectiveness thereof

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

1 Section 1. Section 1050 of the labor law, as added by a chapter of the
2 laws of 2025 amending the labor law relating to enacting the "trapped at
3 work act", as proposed in legislative bills numbers S. 4070-B and A.
4 584-C, is amended to read as follows:

5 § 1050. Definitions. For purposes of this article:

6 1. "Employer" means [~~an individual, partnership, association, corpo-~~
7 ~~ration, limited liability company, trust, government or government~~
8 ~~subdivision, or any organized group that hires or contracts with a work-~~
9 ~~er to work for the employer. For the purposes of this article, this term~~
10 ~~shall also include any subsidiary of an employer and any individual,~~
11 ~~partnership, association, corporation, limited liability company, trust,~~
12 ~~government or government subdivision, or any organized group associated~~
13 ~~with an employer that provides training to workers] any person, corpo-
14 ration, limited liability company, or association employing any individ-
15 ual in any occupation, industry, trade, business or service including
16 the state and its political subdivisions.~~

17 2. [~~"Worker" means an individual who is permitted to work for or on~~
18 ~~behalf of an employer. The term "worker" includes an employee, independ-~~
19 ~~ent contractor, extern, intern, volunteer, apprentice, sole proprietor~~
20 ~~who provides a service or services to an employer or to a client or~~
21 ~~customer of an employer on behalf of such employer, and an individual~~
22 ~~who provides service through a business or nonprofit entity or associ-~~
23 ~~ation. "Worker" does not include an individual, even if the individual~~
24 ~~performs incidental service for the employer, whose sole relationship~~

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

LBD01084-10-6

1 ~~with the employer is as a vendor of goods~~ "Employee" means any person
2 employed for hire by an employer in any employment.

3 3. "Employment promissory note" means any instrument, agreement, or
4 contract provision that requires [~~a worker~~] an employee to pay the
5 employer, or the employer's agent or assignee, a sum of money if the
6 [~~worker leaves such employment~~] employee's employment relationship with
7 a specific employer terminates before the passage of a stated period of
8 time. [~~"Employment promissory note" includes any such instrument, agree-~~
9 ~~ment, or contract provision which states such payment of moneys consti-~~
10 ~~tutes reimbursement for training provided to the worker by the employer~~
11 ~~or by a third party.~~]

12 4. "Transferable credential" shall mean any degree, diploma, license,
13 certificate, or documented evidence of skill proficiency or course
14 completion that is widely recognized by employers in the relevant indus-
15 try as a qualification for employment, independent of the employer's
16 specific business practices, or that provides skills or qualifications
17 that demonstrably enhance the employee's employability with other
18 employers in the relevant industry. Notwithstanding the foregoing, a
19 "transferable credential" shall not include:

20 (a) Employer-specific or non-transferable training. (i) Instruction
21 regarding the employer's proprietary processes, proprietary systems,
22 internal policies, proprietary software, or proprietary equipment unique
23 to the employer, or (ii) instruction that does not qualify the employee
24 for a new occupational title, classification, or industry-recognized
25 credential and instead consists of skillful variations of general pro-
26 cesses known to the relevant trade or industry.

27 (b) Mandated safety and compliance training. Any training required by
28 federal, state, or local law to maintain workplace safety, including but
29 not limited to OSHA certifications, sexual harassment prevention, or
30 diversity training.

31 § 2. Section 1052 of the labor law, as added by a chapter of the laws
32 of 2025 amending the labor law relating to enacting the "trapped at work
33 act", as proposed in legislative bills numbers S. 4070-B and A. 584-C,
34 is amended to read as follows:

35 § 1052. Prohibiting the use of employment promissory notes and other
36 similar provisions. 1. [~~Beginning on the effective date of this arti-~~
37 ~~cle, no~~] No employer may require, as a condition of employment, any
38 [~~worker~~] employee or prospective [~~worker~~] employee to execute an employ-
39 ment promissory note. The execution of an employment promissory note as
40 a condition of employment is unconscionable, against public policy, and
41 unenforceable, and any such note shall be null and void. If any such
42 note is part of a larger agreement, the invalidity of such note shall
43 not affect the other provisions of such agreement.

44 2. Nothing in this section shall prohibit or render void or unenforce-
45 able any agreement between [~~a worker~~] an employee and an employer that:

46 (a) requires the [~~worker~~] employee to [~~repay to the employer any sums~~
47 ~~advanced to such worker by the employer, unless such sums were used to~~
48 ~~pay for training related to the worker's employment with the employer,~~

49 (b) ~~requires the worker to pay the employer for any property it has~~
50 ~~sold or leased to such worker,~~] reimburse the employer for the cost of
51 tuition, fees, and required educational materials for a transferable
52 credential that meets all of the following requirements:

53 (i) The agreement is set forth in a written contract that is offered
54 separately from any contract for employment.

55 (ii) The agreement does not require the employee to obtain the trans-
56 ferable credential as a condition of employment.

1 (iii) The agreement specifies the repayment amount before the employee
2 agrees to the contract, and the repayment amount does not exceed the
3 cost to the employer of the tuition, fees, and required educational
4 materials for the transferable credential received by the employee.

5 (iv) The agreement provides for a prorated repayment amount during any
6 required employment period that is proportional to the total repayment
7 amount and the length of the required employment period and does not
8 require an accelerated payment schedule if the employee separates from
9 the employment.

10 (v) The agreement does not require repayment to the employer by the
11 employee if the employee is terminated, except if the employee is termi-
12 nated for misconduct.

13 (b) requires the employee to pay the employer for any property the
14 employer has sold or leased to the employee, as long as such sale or
15 lease was voluntary.

16 (c) requires the employee to repay a financial bonus, relocation
17 assistance, or other non-educational incentive or other payment or bene-
18 fit that is not tied to specific job performance, unless the employee
19 was terminated for any reason other than misconduct or the duties or
20 requirements of the job were misrepresented to the employee.

21 [~~(e)~~] (d) requires educational personnel to comply with any terms or
22 conditions of sabbatical leaves granted by their employers; or

23 [~~(d)~~] (e) is entered into as part of a program agreed to by the
24 employer and its [~~workers-~~] employees' collective bargaining represen-
25 tative.

26 § 3. Subdivision 2 of section 1053 of the labor law, as added by a
27 chapter of the laws of 2025 amending the labor law relating to enacting
28 the "trapped at work act", as proposed in legislative bills numbers S.
29 4070-B and A. 584-C, is amended to read as follows:

30 2. An employee or prospective employee who is aggrieved by a violation
31 of this article may file a complaint with the commissioner. Any employer
32 [~~found~~] determined by the commissioner to have violated this article
33 shall be fined by the commissioner not less than one thousand dollars
34 and not more than five thousand dollars for each violation. In assessing
35 the amount of the penalty, the commissioner shall give due consideration
36 to the size of the employer's business, the good faith basis of the
37 employer to believe that its conduct was in compliance with the law, the
38 gravity of the violation, and the history of previous violations. Each
39 [~~worker~~] employee or prospective [~~worker~~] employee whom an employer
40 required to execute an employment promissory note or against whom an
41 employer seeks to enforce such a note shall constitute a separate
42 violation of this article.

43 § 4. Section 3 of a chapter of the laws of 2025 amending the labor law
44 relating to enacting the "trapped at work act", as proposed in legisla-
45 tive bills numbers S. 4070-B and A. 584-C, is amended to read as
46 follows:

47 § 3. This act shall take effect [~~immediately~~] one year after it shall
48 have become a law.

49 § 5. This act shall take effect immediately; provided, however, that
50 sections one, two, and three of this act shall take effect on the same
51 date and in the same manner as a chapter of the laws of 2025 amending
52 the labor law relating to enacting the "trapped at work act", as
53 proposed in legislative bills numbers S. 4070-B and A. 584-C, takes
54 effect.