

# 2025 End of Session Report



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**Protecting Workers’ Rights to Organize** (S8034A Ramos/A8590A Bronson)

Chapter 365 of 2025.

This bill amends the Labor Law to clarify the jurisdiction of the New York State Public Employment Relations Board (PERB) with regard to its duty to administer the New York State Employee Relations Act on private sector labor matters. The effect is to allow PERB jurisdiction over organizing and related issues in instances where the National Labor Relations Board (NLRB) has not successfully claimed jurisdiction over an employer, employee, trade, or industry. If enacted, this legislation will become effective immediately. Effective Date: 09/05/2025.

**Responsible Artificial Intelligence Use & Development**

**Accountability on Government Use of AI** (S7599C Gonzalez/A8295D Otis)

Chapter 711 of 2025.

This bill builds upon the enacted LOADinG Act (Legislative Oversight of Automated Decision-making in Government Act) to prevent layoffs if artificial intelligence (AI) is implemented by government entities and ensures the responsible use of AI by those entities. This includes the State; SUNY and CUNY; county, municipal and local governments; and school districts. This legislation would require transparency when using AI in decision-making and ensure that the public is aware of its use. Effective Date: 12/19/2025.

**Responsible AI Safety and Education (RAISE) Act** (S6953B Gounardes/A6453B Bores)

Chapter 699 of 2025.

This bill establishes safety standards and protocols for the largest AI systems with the most computing power to provide security from harm to life, property, or economic damage. These companies will be required to develop, publish, and adhere to a safety and security plan, and disclose serious incidents to the New York State Attorney General who would be authorized to impose civil penalties if needed. Effective Date: 03/19/2026.

**Prevent Deepfakes** (S8420A Gianaris/A8887B Rosenthal)

Chapter 617 of 2025.

This bill requires advertisers to disclose when a digitally created “synthetic performer” is used in advertisements. Effective Date: 06/09/2026.

## Construction

### **Brownfield Prevailing Rate (S5379 Harckham/A4914 Bronson)**

Veto #114

This bill amends the Environmental Conservation Law and creates a new section of Labor Law to require prevailing rate on projects of \$5 million where 30% of the project costs come from brownfield tax credits and/or other public funds.

### **Elevator Safety (S7944A Ramos/A8032A Bronson)**

Chapter 640 of 2025.

This bill clarifies and streamlines provisions of the Elevator Safety Act enacted in 2020. The changes include clearer standards for inspections, improved enforcement for unauthorized use of unlicensed elevator constructors, and improved standards for elevator examinations.

Effective Date: 12/12/2025.

### **Prevailing Rate for Concrete and Asphalt (A8465 Otis/S7485 Mayer)**

Chapter 626 of 2025.

This bill clarifies that prevailing wage be applied to the hauling and delivery of concrete and asphalt on public works projects in localities. Effective Date: 12/12/2025.

### **Apprenticeships on Renewable Energy Projects (A2730A Barrett/S4881A Scarcella-Spanton)**

Chapter 362 of 2025.

This bill amends the Labor Law to expand apprenticeship agreement requirements to all renewable energy systems performed by contractors and subcontractors.

Effective Date: 09/05/2025.

### **Fairness in Paid Family Leave for Construction (A4727 Bronson/S50 Comrie)**

Chapter 651 of 2025.

This bill would ensure paid family leave benefits for individuals subject to a collective bargaining agreement who work for multiple employers in the field of construction. This bill clarifies construction workers are eligible for benefits after working at least 26 of the last 39 weeks.

Effective Date: 12/19/2025.

**Prevailing Rate for Offsite Fabrication** (S2536A Jackson/A2747A Bronson)

Chapter 713 of 2025.

This legislation clarifies that systems and components of public works projects that are built offsite are subject to prevailing rate of wage in accordance with §220 of the Labor Law.

Effective Date: 02/18/2026.

**Workers' Compensation**

**Presumption of Eligibility for SSDI Recipients** (A2748 Bronson/S2537 Ramos)

Veto #102

This bill amends the Workers' Compensation Law to establish automatic eligibility for permanent total disability benefits for workers who cannot perform sedentary work and workers who already qualify for federal Social Security Disability Insurance as a result of their workplace illness or injury.

**Fraud Prevention** (S7950A Bailey/A8429B Bronson)

Veto #96

This bill establishes a workers' compensation fraud investigation fund and fraud assessment commission. The fund will be financed by an assessment on all employers. The commission will develop proposals for utilizing the fund and at least 50% of the fund's proceeds must be distributed to district attorneys for purposes of investigating and prosecuting workers' compensation insurance fraud perpetrated by employers and cases involving failure to secure coverage.

**Pharmacy Network Flexibility** (S4926 Ramos/A6887 Bronson)

Veto #89

This bill amends the Workers' Compensation Law to allow injured workers to use the pharmacy of their choice to receive medicine necessitated by their workplace illness or injury. Currently, carriers can require injured workers to use pharmacies in exclusive networks.

**Worksite Safety**

**Tower Climber Safety** (A4938 Levenberg/S2709 May)

Chapter 652 of 2025.

This bill requires tower service contracts between New York State and tower companies to provide certified safety training for tower climbers and requires tower companies to share

details about contractors and subcontractors who employ tower climbers, including wages and any past labor law violations. Effective Date: 12/19/2025.

**Opioid Safety (A2725A Paulin/S5922A Fernandez)**

Chapter 621 of 2025.

This legislation requires workplaces that are federally mandated by the Occupational Safety and Health Administration to have first aid kits to also include opioid antagonists.

Effective Date: 06/10/2026.

**9/11 Task Force Extension (A8417 Pheffer Amato/S8181 Jackson)**

Chapter 384 of 2025.

This legislation extends the September 11<sup>th</sup> Workers Protection Task Force Act until 2030. The task force is responsible for providing recommendations on issues affecting 9/11 first responders. Effective Date: 9/10/2025.

**Utility Pole Worker Safety (S6997A Ryan C./A7544A Magnarelli)**

Chapter 700 of 2025.

This bill seeks to improve the safety of public utility work and of telecommunication workers by requiring increased oversight of installation and repair work for utility pole infrastructure.

Utility pole owners must disclose equipment to the Public Service Commission (PSC), who then can investigate complaints, create a penalty structure for violations, and maintain a record of bad actors who will be ineligible for future public funding. Effective Date: 12/19/2025.

## **Education/Higher Education**

**Cardiac Safety in Schools (A785A Solages/S5539A Baskin)**

Chapter 189 of 2025.

This bill requires school districts to establish a cardiac emergency response plan, have an on-site automated external defibrillator and coordinate with local EMS on emergency response plans. Effective Date: 01/20/2026.

**Faculty Representation in Community Colleges (S4685B Stavisky/A5979B Bronson)**

Veto#144

This bill would require an elected faculty member to be included on the board of trustees of every community college in New York State and serve as an ex-officio and non-voting member.

**Protect SUNY Employees from Displacement (A7427 Romero/S7409 Fahy)**

Chapter 528 of 2025.

This bill ensures that unclassified employees at SUNY Albany will not be displaced as a result of the provisions included in Chapter 670 of the Laws of 2024, which authorized SUNY Albany to lease land to a private entity. Effective Date: 11/21/2025.

**Recess in Public Schools (S8377A Mayer/A8727A Jackson)**

Veto 163

This bill requires the Commissioner of Education to conduct a survey to gather data on different standards and procedures that school districts adhere to for recess for students in kindergarten through sixth grade.

**Freedom To Read Act (S1099 May/A7777 Simone)**

Veto #136

This legislation requires the Commissioner of Education to implement policies that provide school libraries and their staff with autonomy to create collections of books for students that are age-appropriate and developmentally appropriate.

**General Labor**

**Remedial Construction of New York Labor Law Act (S7388 Ramos/A7863 Bronson)**

Veto #153

This bill amends the Labor Law to require courts to interpret New York State's Labor Laws liberally in favor of workers and worker protections. It also requires that exceptions and exemptions be construed narrowly, to deter unlawful conduct.

**Ban Training Repayment Agreement Provisions (TRAPS) (A584C Steck/S4070B May)**

Chapter 643 of 2025.

This bill prohibits employers from requiring employees to reimburse them or sign a promissory note as a condition of employment. Effective Date: 12/19/2025.

**Black Car Fund Extender (A7928 Cruz/S7193 Scarcella-Spanton)**

Chapter 235 of 2025.

This bill extends the authorization period from six years to nine years for the New York Black Car Operators' Injury Compensation Fund to continue to provide health, vision, and dental insurance to various drivers of ride share and black car operators. Effective Date: 08/07/2025.

**Recovery At Work** (A521 Steck/S3740A Fernandez)

Veto #117

This bill creates the “Recover Ready Workplaces Act”. Under this legislation, with Department of Labor approval, employers could voluntarily become certified and offer training, outreach, and resources to employees regarding substance use disorder and active recovery.

**Right of Publicity for Entertainers and Athletes** (S8391 Gianaris/A8882 Simone)

Chapter 616 of 2025.

This bill strengthens the current Right of Publicity Law by requiring prior consent from the deceased person’s heirs before their voice or likeness can be used in expressive audiovisual works. Effective Date: 12/11/2025.

**Expand Childcare Access** (A4003 Clark/S4929 Brouk)

Veto #103

This bill equalizes the staff-to-infant ratio between home-based and center-based child care programs. Currently, the law requires one provider for every two children under 24 months in home-based programs. In center-based programs, that same 2:1 ratio only applies up to 18 months, after which it shifts to a larger ratio. This change will help free up more infant slots in home-based programs.

**Climate/Energy Issues**

**Removal of Utility Gas Service Obligations** (S8417 Krueger/A8888 Simon)

Chapter 709 of 2025.

This bill eliminates the 100ft rule and the “obligation to serve”, which requires utility companies to provide installation and repair of gas service to new customers for free. If enacted, residential or commercial customers would be responsible for the cost of their own gas line connections. The 100ft rule and the “obligation to serve” will remain for electrical service hookups. Effective Date: 12/19/2025.

**Mechanical Insulation** (S2457B Ramos/A3999B Bronson)

Chapter 363 of 2025.

This bill directs NYSERDA to establish a mechanical insulation energy savings program to allow public institutions to apply for free qualified mechanical insulation to be performed by qualified contractors subject to prevailing wage. Effective Date: 09/05/2025.

## **Economic Development**

**Casino Land Approved Bills** (A6781B Hooks/S7121A Liu & S7049A Fernandez/A7514A Benedetto)

Chapter 138 of 2025 & Chapter 152 of 2025.

These bills allow the State to convey land to private casino operators in the Bronx and Queens for the purpose of building casinos. Effective Date: 06/18/2025.

**Design-Build Westchester County Projects** (S8394 Stewart-Cousins/A6428A Shimsky)

Chapter 573 of 2025.

This bill allows the Westchester County Department of Public Works and the Westchester County Department of Transportation to use design-build contracts for four projects. Project labor agreements and public employee protections will apply. Effective Date: 11/21/2025.

## **Public Sector Issues**

**Worksite Violence Improvement** (S5254 Ryan C/A6612 Bronson)

Chapter 364 of 2025.

This bill clarifies that public sector employees who participate in mandated workplace violence activities will not face a reduction in wages. Effective Date: 09/05/2025.

**Protect Collective Bargaining Rights** (A779 Pheffer Amato/S12 Jackson)

Chapter 361 of 2025.

This bill amends section 80 of the Civil Service Law to ensure that collective bargaining agreements that contain provisions with layoff rights that go beyond the requirements in the law continue to be effective. Effective Date: 09/05/2025.

**Appointment and Promotion Letters** (A6624 Pheffer Amato/S5760 Jackson)

Chapter 657 of 2025.

This legislation amends the Civil Service Law to require state agencies to provide both new appointees and promoted staff with formal appointment and promotion letters. These letters must include specific information about the new position, including employment terms and benefits and bargaining unit contract and information. Effective Date: 03/19/2026.

**Recruitment and Retention Improvements (A8023A Kassay/S7237A May)**

Chapter 664 of 2025.

This bill requires the Department of Civil Service to allow municipalities to post their job openings on the department's statewide job website. Effective Date: 12/19/2025.

**Improved Paid Leave for Military Personnel (S3318 Scarcella-Spanton/A8822 Kay)**

Veto #112

This bill amends the Military Law to double the duration of paid leave that public employees are eligible for if they are absent due to military duty.

**Healthcare**

**Hospitals Workplace Violence Prevention Program (A203B Cruz/S5294B Sepulveda)**

Chapter 618 of 2025.

This bill would require healthcare facilities to conduct a workplace safety assessment and implement a workplace violence safety and security prevention program.

Effective Date: 09/08/2026.

**Health Care Worker Violence Reporting (S4906A Fahy/A6055A Woerner)**

Chapter 468 of 2025.

This legislation allows health care workers who have been assaulted to choose to provide their victim statement at their workplace instead of having to go to a police station.

Effective Date: 02/13/2026.

**Health Care Service Protection (S1226 Rivera/A6004 Simon)**

Veto #137

This bill proposes that general hospitals be required to provide public notice and engage in public discussion before closing entirely or closing units that provide maternity, mental health, or substance use care.

**Temporary Agency Reporting (S3355A Rivera/A4179A Stirpe)**

Chapter 598 of 2025.

This bill expands oversight and regulations for temporary health care services agencies, which includes apps or other tech platforms and nurses' registries. These agencies must verify licensing, training, and education standards for each individual placed within health care entities. Effective Date: 12/05/2025.

## **Transportation**

### **Eliminate The Death Gamble for Transit Workers (S6640 Gounardes/A6784 Pheffer Amato)**

Veto #150

This bill would allow for beneficiaries of a New York City Transit Authority member's pension plan, in the event of the member's death before retirement, to receive the full value of the pension benefits the member would have received if they had retired on the date of their death.

### **Staffing & Safety in Subways (A4873 Chandler-Waterman/S4091 Parker)**

Veto #128

This bill would require that each subway or train with more than two cars have at least one conductor on board, preventing loss of jobs and protecting the safety of passengers.

## **Corrections Reform**

(S8415 Salazar/A8871 Dilan)

Chapter 707 of 2025.

An earlier proposal that included the nullification of certain disciplinary procedures in collective bargaining agreements was not included in this bill. The new agreement includes several key reforms: installation of cameras in all prisons and access to footage in cases involving the death of an incarcerated person and a correction officer; prompt notification to the next of kin after death of an incarcerated individual; increased requirements for autopsy reports; and a reduced advanced notice of inspection visits. Additionally, this bill requires the Department of Correction and Community Supervision (DOCCS) to conduct a study on deaths occurring in correctional facilities, report data collected from the Office of Special Investigation, expand the State Commission of Correction from its current membership of three to nine, allow the New York State Attorney General to designate a deputy or assistant attorney general to manage investigations, and extend the statute of limitations to three years following a person's release from custody. Effective Date: 12/19/2025.