Artificial Intelligence

Employer Reporting of AI Workforce Impact (A9581B Bronson / S8706B Hinchey)
This bill requires employers with 50 or more workers to report annually to the Department of Labor (DOL) on their implementation of AI and its impact on workers, including data on hiring, job loss, work hours, and the specific tasks it is executing. The DOL will be required to publish a report on the impact of AI on industries, regions, and business size. This report will provide up-to-date information on how AI is affecting workplace conditions and reshaping jobs. If enacted, this legislation will become effective immediately.

Fundamental Artificial Intelligence Requirements in News (Fair) Act (S8451B Fahy / A8962B Rozic)
This bill requires news media companies to publicly disclose when AI is being used to generate news content. If enacted, this legislation will take effect 60 days after it becomes law.

Prohibit Surveillance Pricing (A9349B Torres / S8623B May)
This bill prohibits businesses from engaging in surveillance pricing, which involves using a customers' personal data to set individualized prices, resulting in different customers being charged different prices for the same product or service. This includes a prohibition on the collection and sale of personal data for surveillance pricing and the use of credit data for pricing or discounts that are not uniformly offered to customers. Penalties will be enforced by the Office of the Attorney General with first-time violations carrying a $5,000 fine. If enacted, this legislation will take effect 180 days after it becomes law.

Transportation

Staffing & Safety in MTA Subways (S9586A Parker / A10706 Chandler-Waterman)
This bill would require that each MTA subway or train with more than two cars have at least one conductor on board, for the safety of the passengers. If enacted, this legislation will become effective immediately.

Remove the Overtime Ceiling for New York City Transit Authority (A11154 Pheffer-Amato / S10189 Gounardes)
This bill removes the overtime ceiling for MTA members in Tier 6, allowing all overtime to be pensionable. If enacted, this legislation will become effective immediately.

Binding Arbitration for Upstate Transit Systems (S2264 Cooney / A8436 Pheffer Amato)
This bill makes subsidiaries of various upstate regional transportation authorities subject to the same arbitration process as their employees in the event of contract negotiation disputes. If enacted, this legislation will become effective immediately.

Law Enforcement/First Responders

Deputy Sheriffs Arbitration Parity (A9665 Cashman / S4894 Jackson)
This bill creates parity in the collective bargaining process by removing a limit of binding arbitration to economic issues and providing deputy sheriffs the same interest arbitration rights as other municipal police officers and law enforcement personnel. If enacted, this legislation will become effective immediately.

Staffing Standards for NYC Emergency Medical Services (EMS) (A9528 Pheffer Amato / S8847 Jackson)
This bill sets minimum staffing standards for EMS, paramedic and staffing supervisor units responding to calls in NYC. If enacted, this legislation will become effective immediately.

Police Radio Transparency Act (A11199A Reyes / S10079 Gianaris)
This legislation allows the Department of State to grant eligible credentialed news journalists, radio broadcasters, and news agencies access to encrypted police radio transmissions for monitoring purposes in real time. Sensitive information would be excluded. If enacted, this legislation will take effect 180 days after it becomes law.

207-C Coverage for Probation Officers (S8837 Hinchey / A2535 Paulin)
This bill creates an option for counties to provide section 207-c medical and wage replacement coverage to probation officers for injuries sustained on the job. If enacted, this legislation will become effective immediately.

Worksite Safety

Body Scanners at the Office of Children and Family Services (OCFS) (A9333 Hevesi / S8963 Skoufis) Chapter 121 of 2026
This bill allows OCFS facilities to use body scanner technology to prevent weapons, drugs, or other contraband from entering OCFS facilities. Effective Date: 10/03/2026

Panic Buttons for Social Service Workers (A7833A Levenberg / S6987A Harckham)
This bill seeks to improve the safety of social service employees by requiring city and county social service districts to provide wearable or mobile phone-based panic buttons to employees who perform home visits. If enacted, this legislation will become effective immediately.

Public Sector

False Impersonation of Union Officials (A10835A Griffin / S9577A Ramos)
Chapter 292 of 2026
This bill amends the Civil Service Law to allow the Attorney General to seek damages of $1,000 per violation from individuals fraudulently presenting themselves as a union representative. This will protect union members' rights and prevent outside groups from deceptively collecting personal and protected information. Effective Date: 09/09/2026

Construction

Brownfield Reporting (A11412 Bronson / S9833 Bailey)
This bill requires the commissioner to collect data regarding the brownfields redevelopment tax credit and publish an annual report. This report must include information on wages, benefits, apprenticeships, MWBE requirements, and any other relevant information deemed necessary. If enacted, this legislation will become effective immediately.

Construction Reporting Pay Act (A6950 Cruz / S9843 Ramos)
Chapter 291 of 2026
This legislation amends the Labor Law to protect construction workers by ensuring they are fairly compensated for their time in the event of last-minute scheduling changes by their employer. This bill requires workers to be paid for two hours if their shift is cancelled with less than 12 hours' notice; and paid for four hours when a worker reports to a job site and is sent home without cause. Effective Date: 12/08/2026

9/11 Extenders

World Trade Center Registry Extender (S10605 Jackson / A11531 Fall)
Chapter 296 of 2026
This bill extends the deadline for public employees who participated in the 9/11 rescue, recovery, or clean-up work to register with their public retirement system for presumptive disability benefits eligibility, and with the Workers' Compensation Board for presumptive eligibility for benefits. This legislation extends both deadlines from September 11, 2026 to September 11, 2030. Effective Date: 09/10/2026

World Trade Center 25-year eligibility (A11213A Pheffer Amato / S10085A Jackson)
Chapter 295 of 2026
This bill extends the presumptive eligibility period for accidental death benefits of retired public employees who participated in the 9/11 rescue, recovery, or clean-up work by 10 years. Effective Date: 09/10/2026

World Trade Center National Guard (A11538 Lee / S10650 Kavanagh)
Chapter 294 of 2026
This legislation extends the filing deadline for accidental disability and death pension benefits for National Guard personnel and their beneficiaries from September 11, 2026 to September 11, 2030. This applies to personnel who were activated and participated in rescue, recovery, and clean-up work at the World Trade Center and have developed qualifying conditions. Effective Date: 09/10/2026

Labor Issues

Labor Peace Repeal and Enact a Cannabis Wage Board (S10643 Ramos / A11562 Bronson)
This bill establishes a cannabis industry wage board to replace existing labor peace requirements, which will consist of both worker and employer representation. The board will assess adequacy of current wages and provide recommendations for wage standards. If enacted, this legislation will become effective immediately.

Remedial Construct of Labor Law (A10365 Bronson / S9330 Ramos)
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 in the absence of other doctrine or precedent. It also requires that exceptions and exemptions be construed narrowly, to deter unlawful conduct. If enacted, this legislation will become effective immediately.

Prohibition on Utility Companies Passing Labor Dispute Costs to Ratepayers (A10510 Rozic / S9251 Ramos)
This bill prohibits electric and gas corporations from transferring the financial burden of labor-related legal costs or workers' compensation loss adjustment expenses onto ratepayers. Instead, it requires utility shareholders to be financially responsible for these costs. If enacted, this legislation will become effective immediately.

No Severance Ultimatums (S372A Gianaris / A6480A Bronson)
This legislation requires employers that offer severance agreements to notify employees that they have the right to consult an attorney, have 21 calendar days to review the agreement, and they have the right to revoke the agreement within seven calendar days of signing. Any severance agreement that violates these terms will be voided. This bill includes a collective bargaining agreement carve-out. If enacted, this legislation will become effective immediately.

Acknowledgement of Sexual Harassment Training (A368A Rozic / S10057 Ramos)
This bill mandates that employers maintain records for six years of an employees' signed acknowledgement of receiving the sexual harassment prevention policy and training program. If enacted, this legislation will take effect 90 days after it becomes law.

Employee Personnel Records Access (S3460 Gounardes / A2107 Gonzalez-Rojas)
Chapter 293 of 2025
This legislation expands employee access to their personnel records by requiring employers to notify employees within 10 days if any negative information is added to their file. Employers will have five days to provide a copy of the record upon request, and the bill allows employees to submit a written statement to dispute or explain their position which must be maintained in the file and included when the record is shared with third parties.
Effective Date: 11/8/2026

Department of Labor to List Veterans Job (S2071A Scarcella-Spanton / A6084A Hunter)
This legislation requires the Department of Labor to create and maintain a current list of available career and job listings for veterans in New York State. This information would be posted on the Department of Veterans' Services website. If enacted, this legislation will become effective immediately.

30-Day Unemployment Insurance Determinations (S2076 Mayer / A3068 Burdick)
This bill requires the Department of Labor to notify claimants of the initial approval or denial of unemployment claims within 30 days of filing. If enacted, this legislation will become effective immediately.

University Grad Student Fees (A10334A Solages / S9034B Stavisky)
This legislation codifies the commitment to phase out mandatory fees for graduate student workers at the rate of 25% in the 2026-27 school year and end the mandatory fees by the 2027-28 school year. If enacted, this legislation will become effective immediately.

Workers' Compensation

Labor Market Attachment (A8482A Cruz / S6376A Scarcella-Spanton)
This bill prohibits insurance carriers and employers from discontinuing workers' compensation wage replacement benefits to injured workers based on an argument that they voluntarily withdrew from the labor market by not searching for replacement work they could perform while injured. If enacted, this legislation will become effective immediately.

Use of Accrued Time During Disputed Workers' Compensation Claims (A1202A Simon / S10350A Ramos)
This legislation authorizes the use of accrued time for absences related to workplace illness or injury during which the worker is not receiving workers' compensation indemnity benefits due to a controversion of their claim or during the pendency of a waiting period. This bill provides of a collective bargaining opt-in and would require full restoration of accrued time if indemnity benefits are later awarded. If enacted, this legislation will become effective immediately.

Allows Telehealth Services Under Workers' Compensation System (A949 Lunsford / S998 Brouk)
This legislation authorizes workers' compensation telehealth visits for injured and ill workers in need of mental health treatment. It would require an in-person visit within twelve months of a first video telehealth visit, and within six months of a first audio-only telehealth visit; unless an in-person visit is likely to disrupt service provision, jeopardize care, or would create an undue hardship. If enacted, this legislation will become effective immediately.

Survivor Access to Accrued Benefits (A8480 Bronson / S8131 Ramos)
This bill codifies decisional precedent requiring survivors to be paid the unaccrued portion of a wage replacement workers' compensation award when the injured worker dies from causes unrelated to the workplace injury. If enacted, this legislation will become effective immediately.

Expand Authorization of Mental Health Practitioners (A5894A Berger / S6912A Ryan)
This bill would expand the types of mental health practitioners authorized to provide care to injured workers to include those who currently have diagnostic privilege pursuant to Education Law. If enacted, this legislation will become effective immediately.

General/Miscellaneous

Redistricting (S10637A Stewart-Cousins / A11553A Heastie)
This bill which amends the New York State Constitution must pass the Legislature again in 2027 and then be approved by voters. The proposal gives the Independent Redistricting Commission (IRC) a clear timeline to submit a plan after each census and streamlines complex and burdensome procedural requirements that previously caused delays. The amendment clarifies that if the IRC fails to submit a plan or if the Legislature and Governor fail to enact the IRC's plan, the Legislature will then be required to submit a redistricting plan to the Governor for approval. The amendment also allows for districts to be changed at any time by the Legislature upon enactment of a law which, shall only remain in effect until the next reapportionment. This could apply to the 2028 election if approved by voters.

Data Center Development Act (A11560 Barrett / S10642 Gonzalez)
This bill enacts a one-year moratorium on permits issued by the Department of Environmental Conservation for data centers with a peak energy demand of 20 megawatts or more. It will also require public hearings and comprehensive environmental, water usage, and energy usage reports for proposed data centers. The bill mandates that utilities classify data center energy usage costs separately and prohibits increased costs from being assigned to other rate payers. Data centers of five megawatts or more will be required to purchase minimum thresholds of renewable energy that will escalate over time. The bill also requires data centers to adhere to prevailing rate or a project labor agreement, bona fide apprenticeship standards, Article 9 prevailing rate, and Buy American for iron and steel. If enacted, this legislation will become effective immediately.

Even-Year Elections (S5711C Skoufis / A5036C Jacobson)
This bill amends the New York State Constitution to change the election year for the remaining odd-year municipal, county and judicial offices outside of New York City to even years, aligning them with other local elections that were previously adjusted by State law to coincide with federal and state elections. This would apply to judicial offices, excluding judicial seats in village and New York City; county officers including sheriffs, county clerks, district attorneys, and registers; and city officers outside of New York City. This bill must pass the Legislature again during the next two-year legislative cycle and then be approved by voters.