

New Laws for 2025

There are several pieces of legislation that go into effect or sunset in 2025 with an impact on libraries.

- COVID Sick Leave sunsets July 31, 2025 – After that time employers that had been required to provide job-protected, paid COVID 19 sick leave will no longer be required to do so
 - Employees will need to use regular sick time or PTO instead
- For Civil Service libraries – Information regarding judgements about an employee’s inability to perform their essential job functions must be disclosed to the employee
 - Amendment to Civil Service Law section 72
- Record of Employment – Any time an employee leaves, they must receive a ‘record of employment’ form.
 - It is a very basic form - https://dol.ny.gov/system/files/documents/2023/11/ia12.3_0.pdf
 - It must be given regardless of the circumstances of the departure (termination, resignation, etc)
 - Amendment to NYS Labor Law 590(2)
- Freelance Isn’t Free Law – Requires written contract, timely payment, etc for independent contractors paid more than \$800 in a year
 - Sample Freelance worker agreement: <https://dol.ny.gov/system/files/documents/2024/08/freelance-worker-agreement.pdf>
 - Includes summer reading performers!
 - Keep contracts for 6 years
 - General Business Law Section 44-A
- Employers must provide 30 min paid breaks to employees to express breast milk when needed (and provide a private room)
 - Private room can’t be the restroom
 - Notice must be provided to employees returning from maternity leave
 - Sample policy & more info: <https://dol.ny.gov/expressing-breast-milk-workplace>
 - Labor Law Section 206-6
- Workers Comp for stress-induced injury
 - Claims shall not be disallowed on the basis of not being “out of the ordinary range of stress for the occupation”
 - Claims need documentation from medical professional
 - NYS Workers Compensation Law Section 10
- An employer cannot require an applicant to provide a copy of their criminal history
 - There are some exceptions, consult a lawyer to draft a safe policy
 - NYS Executive Law Section 296