

Fiscal Impact Statement Prepared By New York City Mayor's Office of Management and Budget



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Disclaimer: This fiscal impact statement is a preliminary estimate and subject to change based upon further data analysis or changes in bill text. This legislation is summarized as understood by the administration as of the date this statement was prepared and does not include or consider subsequent text changes. This fiscal impact statement is not legally binding on the administration. "Total" columns represent the respective sum over a four-year period; note that fiscal impacts continue after year four. Unless otherwise stated, information used in the preparation of this Fiscal Impact Statement is sourced from the agencies impacted and the NYC Mayor's Office of Management and Budget.

Proposed Intro No. / Title: 780 / *in relation to aligning the requirements of the Earned Safe and Sick Time Act and the Temporary Schedule Change Act*

Sponsors: Nurse, Cabán, Avilés, Sanchez, Hanks, Brooks-Powers, Gutiérrez, Hudson, Hanif

Committee: Consumer and Worker Protection

Summary of Legislation: Establishes that safe time can be used by caregiver employees to provide care to a minor child or care recipient, or to attend legal proceedings that relate to subsistence benefits and housing of a minor child or care recipient. Sec. 20-1262a establishes that no less than 16 hours of unpaid safe/sick time must be immediately available to employees upon hire and reset on January 1 of each year – with no carryover of such unpaid sick/safe leave between calendar years.

Effective Date: 120 days after enactment.

First Fiscal Year Legislation Takes Effect: Fiscal Year 2026

First Fiscal Year with Full Impact: Fiscal Year 2026

Agencies Impacted: Department of Consumer and Worker Protection

Fiscal Impact Analysis

A. Total Impact (Expense and Revenue)

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Expense	(\$309,565)	(\$309,565)	(\$309,565)	(\$309,565)	(\$1,238,260)
Revenue	0	0	0	0	0
Total	(\$309,565)	(\$309,565)	(\$309,565)	(\$309,565)	(\$1,238,260)

Date Prepared:

January 17, 2025

B. Expense

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Expenditures	(\$309,565)	(\$309,565)	(\$309,565)	(\$309,565)	(\$1,238,260)

Impact on Expenditures (Expense):

DCWP would require Personal Service (PS) funding to enforce the updates to sick and safe leave law. The anticipated Personal Service (PS) cost is \$309,565 annually to cover two Inspectors (Level 2), an agency attorney, and a community coordinator. This estimate excludes fringe costs.

C. Revenue

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Revenue	0	0	0	0	0

Impact on Revenue:

There is no anticipated impact on revenue. The updates to the leave law may generate increased revenue from penalties.

D. Capital

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Expenditures	0	0	0	0	0

Impact on Expenditures (Capital):

There is no anticipated impact on capital expenditures.