

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: *Int. 1368 / Requiring specified employers to provide paid time off to their employees for bereavement following any firearm related death of a family member of the employee*

Sponsors: Salamanca, Louis, Cabán, Williams, Ossé, Sanchez, Zhuang, Brooks-Powers, Feliz, Hanif, Ung, Avilés, Stevens, Banks, Abreu, Farías, Hudson, Nurse, Brewer, Gutiérrez, Krishnan, Brannan, Joseph

Committee: Consumer and Worker Protection

Summary of Legislation: This legislation would require that bereavement leave be provided to all private employees receiving Earned Safe and Sick Time upon any firearm-related death of a family member. Such bereavement leave is to be paid out in the next pay period and separate from any other accrued sick or safe time owed to the impacted employee.

Effective Date: 120 days after enactment

First Fiscal Year Legislation Takes Effect: Fiscal Year 2026

First Fiscal Year with Full Impact: Fiscal Year 2027

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	0	0	0	0	0
Revenue	0	0	0	0	0
Total	0	0	0	0	0

B. Expense

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

Impact on Expenditures (Expense):

Mandating certain types of bereavement coverage may affect the cost of private services contracted by the city. Additionally, legislating certain benefits (even if only required in the private sector) can impact collective bargaining discussions.

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.

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.