

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. 780-A / 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, Brewer, Ossé, Ayala, Schulman, Riley, Louis, Feliz, Stevens, Brannan

Committee: Consumer and Worker Protection

Summary of Legislation: This legislation amends safe and sick leave coverage for private sector employees, and requires employers to immediately provide new hires with 32 hours of unpaid leave. Existing employees must also receive 32 hours of unpaid leave at the start of each calendar year.

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 Protections

Fiscal Impact Analysis

A. Total Impact (Expense and Revenue)

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Expense	(\$770,000)	(\$770,000)	(\$770,000)	(\$770,000)	(\$3,080,000)
Revenue	0	0	0	0	0
Total	(\$770,000)	(\$770,000)	(\$770,000)	(\$770,000)	(\$3,080,000)

B. Expense

Date Prepared:

September 22, 2025

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Expenditures	(\$770,000)	(\$770,000)	(\$770,000)	(\$770,000)	(\$3,080,000)

Impact on Expenditures (Expense):

It is anticipated that the Department for Consumer and Worker Protection would require \$770,000 in annual Personal Service (PS) resources, including fringe, to hire 1 associate inspector, 3 inspectors level II, 1 agency attorney, and 1 community relations specialist.

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.