

BUSINESS IN

2025

WEEKLY WEBINAR SERIES



BOND SCHOENECK
& KING ATTORNEYS

Your Host



Gabriel S. Oberfield

Member

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New York, NY

TODAY'S AGENDA

Gabe Oberfield – (12:00PM-12:10PM)

- Welcome and Agenda
- NYS Legislative Session Wrap, Elections and SCOTUS Watch

Michelle Piasecki– (12:10PM-12:15PM)

- End-of-Session Spotlight: the HEAT Act

Alyssa Christian – (12:15PM-12:20PM)

- The Do's and Don't's of DBAs

Tom Eron – (12:20PM-12:30PM)

- End-of-Session Spotlight: Labor Law Activity
- WARN Notice Changes

G. Oberfield – (12:30PM)

- Questions / Wrap Up

NYS Legislative Session Wrap



Gabriel S. Oberfield

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NYS Legislature Closes Session

- Medical Aid in Dying
 - Passed both houses – will the Governor sign it?
- Justice policy provisions
- Environmental legislation
- AI
- Grieving Families Act – over the line this time?
- NYS language in response to Federal immigration policy
- ***What happens, following Federal reconciliation?***
 - ***Senate's proposed cuts to Medicaid***
 - ***President and Congress have set a before-July 4 goal for approval...will it be satisfied***

2025 Both Houses Bills, Passed Both Houses From: 06/17/25 To: 06/20/25 Sorted by Primary Law

Search Results Count = 85

Run Date: 06/20/25 09:38 AM

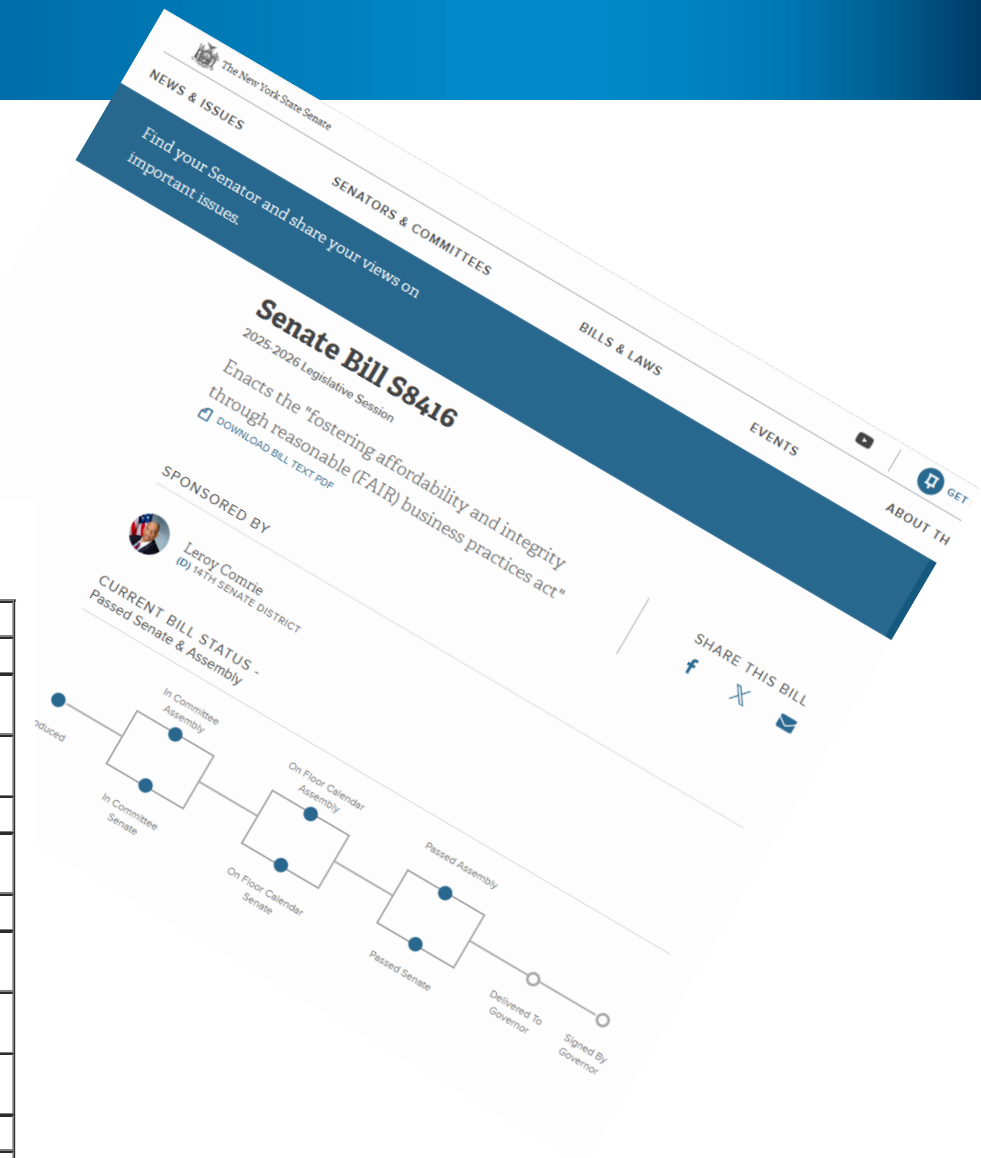
Alcoholic Beverage Control Law (Results Count = 1)	
Bill No.	
S409A	SKOUFIS -- Same as A 7464-B Primary Law: Alcoholic Beverage Control Law SUMM : Amd §§106 & 105, ABC L Permits on-premises retail licensees to purchase wine and liquor from off-premises retail licensees and off-premises retail licensees to purchase wine and liquor from on-premises retail licensees.
Arts and Cultural Affairs (Results Count = 1)	
Bill No.	
S839A	GIANARIS -- Same as A 8802 Primary Law: Arts and Cultural Affairs SUMM : Amd §4, Chap 704 of 1991; and §11, Chap 151 of 2010 Extends certain provisions relating to allowing artists to set certain rules about the resale of tickets to certain events to June 30, 2026.
Arts and Cultural Affairs Law (Results Count = 1)	
Bill No.	
S7152A	CLEARE -- Same as A 8220-A Primary Law: Arts and Cultural Affairs Law SUMM : Amd §3.05, Arts & Cul L Empowers the council on the arts to designate the Harlem Renaissance Cultural District.
Cannabis Law (Results Count = 1)	
Bill No.	
S3284A	COONEY -- Same as A 4759-A Primary Law: Cannabis Law SUMM : Amd §§3, 30, 31, 32, 34, 37, 41 & 42, add §32-a, Cannabis L; rpld Art 33-A, Pub Health L Relates to the medical use of cannabis; repeals controlled substances therapeutic research act.
Chautauque County (Results Count = 1)	
Bill No.	
S8413	GOUNARDES -- Same as A 8870 Primary Law: Chautauque County SUMM : Enacts the "City of Dunkirk Revenue Anticipation Note Refinancing Act" to authorize a loan to be made from the state to the city of Dunkirk (Part A); makes an appropriation therefor (Part B). Governor's Program
Civil Practice Law and Rules (Results Count = 2)	
Bill No.	
S5120	SKOUFIS -- Same as A 3361 Primary Law: Civil Practice Law and Rules SUMM : Add §1405, CPLR Permits a plaintiff to recover directly against a third party defendant found to be liable to the defendant in certain actions.
S8185	SALAZAR -- Same as A 8706 Primary Law: Civil Practice Law and Rules SUMM : Add §5003-c, CPLR Prohibits persons, firms, or corporations whose interests are adverse to that of a person who received personal injuries or death as a result of an action by such person, firm or corporation from negotiating any contracts or settlements releasing such person, firm or corporation from liability for the tortious or potentially tortious act within thirty days of such act.
Civil Rights Law (Results Count = 1)	
Bill No.	
S8391	GIANARIS -- Same as A 8882 Primary Law: Civil Rights Law SUMM : Amd §50-4, Civ Rts L Relates to the right of publicity; amends the definitions of "deceased performer", "deceased personality" and "digital replica" in relation to the right of publicity; relates to the use of a deceased performer's digital replica without authorization by the applicable right holder.
Economic Development (Results Count = 1)	
Bill No.	
S8400	SERRANO -- Same as A 8782-A Primary Law: Economic Development SUMM : Directs the commissioner of parks, recreation and historic preservation, in conjunction with the department of economic development, to conduct a feasibility study and report on the potential reestablishment of the empire state summer games.
Education Law (Results Count = 5)	

The Gov Is Signing Bills...

- A sampling of June 20-23 signings...others remain pended

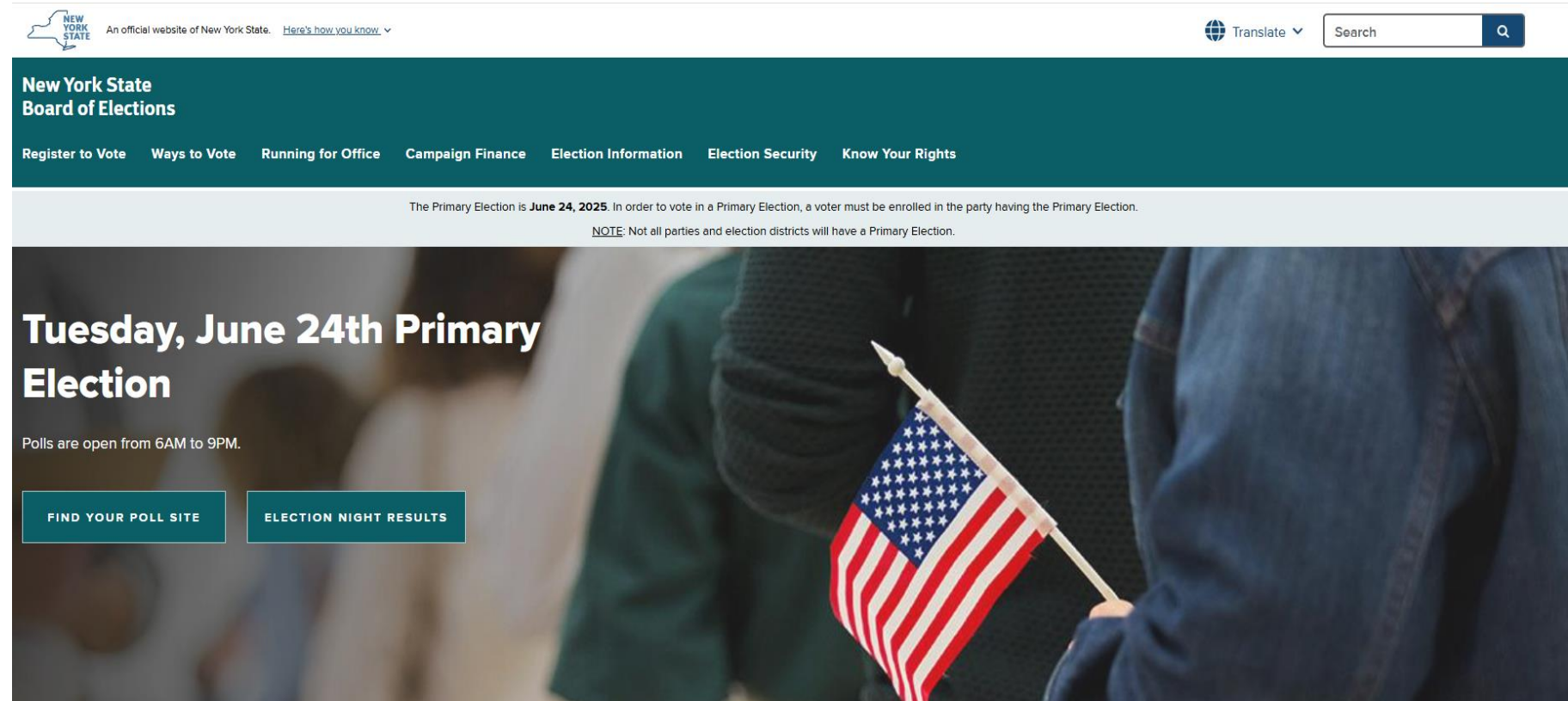
2025 CHAPTER LIST

CHAPTER	Bill No.	Title
156	A1241A	Simon -- Relates to furnishing money or entertainment to induce attendance at polls; repealer
155	S8396	GIANARIS -- Extends certain provisions relating to allowing artists to set certain rules about the resale of tickets to certain events
154	S8346	CANZONERI-FITZPATRICK -- Extends the provisions of accepting payment in lieu of taxes for property acquired for parks or recreational purposes
153	S7806	CANZONERI-FITZPATRICK -- Extends a payment in lieu of taxes for Lido Beach in the town of Hempstead
152	S7049A	FERNANDEZ -- Authorizes the city of New York to discontinue the use as parkland and alienate certain land within Ferry Point Park in the borough of the Bronx
151	S6641A	GOUNARDES -- Relates to increasing certain special accidental death benefits
150	S5686	LANZA -- Extends the time period for the conveyance of lands for the establishment of the Gateway National Recreation Area
149	S5403	RYAN S -- Facilitates the marketing of any issue of serial bonds or notes of the city of Buffalo issued on or before a certain date
148	A8478	Valdez -- Relates extending provisions of law relating to physical therapy assistant services in public and private primary and secondary schools
147	A8416	Burke -- Extends certain provisions relating to the sale, issuance and refund of bonds and notes of New York city
146	A8413	Steck -- Extends authorization for certain exemptions from filing requirements
145	A8411	Stirpe -- Extends the reporting deadline of the advisory panel on employee-owned enterprises to 2026
144	A8409	Seawright -- Extends the effectiveness of provisions of law relating to permissible fees in connection with open end loans
143	A8275	Jones -- Amends chapter 668 of the laws of 1977, amending the volunteer firefighters' benefit law relating to disability due to disease or malfunction of the heart or coronary arteries, in relation to the effectiveness
142	A8153	Carroll P -- Extends certain provision of law relating to value limitations for certain emergency contracts for public works or the purchase of supplies



Primary Day In NYS

- Notable races across New York State
 - NYC, Buffalo & Syracuse
 - Former Gov. Cuomo
 - Early voting
 - The heat
 - Importance of the general elections?



SCOTUS Watch

- SCOTUS is concluding its 2024-25 calendar...more news on expected on 6/26/25, with updates to follow



The screenshot shows the official website of the Supreme Court of the United States. At the top, there is a dark blue header with the Court's seal on the left, the text "SUPREME COURT OF THE UNITED STATES" in the center, and a search bar on the right. Below the header is a navigation menu with links: OPINIONS, FILING & RULES, ORAL ARGUMENTS, CASE DOCUMENTS, NEWS MEDIA, ABOUT, and VISIT. The main body of the page features a large image of the Supreme Court Building. Below the image is a "Quick Links" section with icons and text for Electronic Filing, Courtroom Seating, Fellows Program, Contact Us, and Live Audio. At the bottom, there is a "Calendar Info/Key" section. It includes a box titled "Today at the Court - Tuesday, Jun 24, 2025" with a bullet point stating: "The Supreme Court Building is open to the public from 9 a.m. to 3 p.m." To the right of this box is a calendar for June 2025. The calendar shows days 1 through 21. Days 2, 9, 16, and 23 are marked with blue squares, indicating non-argument days. Days 5, 12, 19, and 26 are marked with green squares, indicating conference days. Days 8, 15, 22, and 29 are marked with red squares, indicating argument days. A legend to the right of the calendar explains these color codes.

Quick Links

- Electronic Filing
- Courtroom Seating
- Fellows Program
- Contact Us
- Live Audio

Calendar Info/Key

- Argument Days
- Non-argument Days
- Conference Days

Today at the Court - Tuesday, Jun 24, 2025

- The Supreme Court Building is open to the public from 9 a.m. to 3 p.m.

S	M	T	W	T	F	S
	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21

End-of-Session Spotlight: The HEAT Act



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The Do's and Don't's of DBAs



Alyssa M. Christian

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Syracuse, NY

Types of Business Names

- Legal Name
- Trade Name
- Assumed Name (d/b/a)
- Fictitious Name

DBAs/ Assumed Names

- Needed whenever a business is operating under a name other than its legal name
- Filed/registered with the county or state
- Notifies the public of the actual identity of the business
- Does not prevent others from using
- Does not create a legal entity
- Can be more than one

When to Consider Adopting an Assumed Name

- You are operating under *any* name other than your legal name.
- Piloting various re-brands
- Franchising
- Looking to divide business under the same corporate entity

Considerations

- “Doing business” under a different name vs. branding
- Intellectual Property
- Cost

End-of-Session Spotlight: Labor Law Activity

WARN Notice Changes



Thomas G. Eron

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Syracuse, NY

Short Term Disability Benefit Increase – No Action

- NYS Maximum STD Benefit -- \$170/wk.
- Last updated 1989 when the minimum wage was \$3.35/hr.
- Proposed legislation would increase the maximum to 67% of weekly earnings (estimated at \$1,170/wk. similar to PFL max.).
- Strong sentiment for an increase, but divide over how much of an increase.
- Bill passed the Senate but not the Assembly.
- Issue is likely to be addressed again next year.

NYS Attempts to Fill the NLRB Void

- NLRB remains non-functional – only 2 members; no nominees
- NYS Legislature approves amendment to NY Labor Relations Act (NYS LRA).
 - Currently covers private sector employers too small to meet NLRA jurisdictional standards on interstate commerce.
 - Excludes employers covered by the NLRA (and the RLA).
 - Card-check certification and other regulation/ULPs.

NYS Attempts to Fill the NLRB Void -- Pending

- 2025 Bill (A.8590/S.8034)
 - Limits NY LRA exclusion to employers over which NLRB “successfully asserts jurisdiction pursuant to a [federal court order].”
 - Authorizes NYS PERB to take jurisdiction over all other private sector employees and employers.
 - Upon application and verification promptly certify the union of any bargaining unit “previously certified by another state or **federal agency.**”
 - In other words, PERB steps in and applies the NYS LRA in place of the NLRA.
 - Employer must maintain existing terms while PERB takes jurisdiction.

NYS Attempts to Fill the NLRB Void -- Pending

- 2025 Bill (A.8590/S.8034)
 - Only passed the Legislature.
 - Needs Governor's review and action.
 - Substantial federal pre-emption issues.

NY WARN and Artificial Intelligence

- Recent news reports of NY WARN legislation requiring employers to report if plant closings or mass layoffs were due to AI.
- NYS now requires that information, but not a legislative change.
- WARN reporting
 - 90-day notice to NYS, local government and employees of plant closing or mass layoff.
 - Notice to NYS includes reporting through an on-line portal.
- Details of reporting now require AI information.

NY WARN and Artificial Intelligence

- Details of reporting now require AI information.
 - In the WARN portal, there is now a question: are layoffs due to “technological innovation or automation.”
 - If yes, there is a further drop-down menu listing potential options including:
 - artificial intelligence
 - robotic process automation/machinery upgrade
 - software modernization
 - other
 - If AI is checked, the employer must provide a further explanation.

Questions?



Gabriel S. Oberfield

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New York, NY

NYS Legislative Session Wrap

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Michelle Piasecki, mpiasecki@bsk.com

The Do's and Don't's of DBAs

Alyssa Christian, achristian@bsk.com

End-of-Session Spotlight: Labor Law Activity WARN Notice Changes

Tom Eron, teron@bsk.com

Sexual Harassment Prevention Training

To combat harassment in the workplace, every New York State employer must provide harassment prevention training for all employees annually.

For more information on Bond's online sexual harassment training [click here](#) or email bondonline@bsk.com

Thank You

The information in this presentation is intended as general background information.
It is not to be considered as legal advice.
Laws can change often, and information may become outdated.

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