

BUSINESS IN

WEEKLY WEBINAR SERIES

2025

2024

2026



Your Host



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Today's Agenda

Gabe Oberfield – (12:00PM-12:05PM)

- Welcome and Agenda
- Vetoes and Early Voting Begin

Stephanie Fedorka – (12:05PM-12:10PM)

- New York City Expands Leave Law

Liz Heifetz – (12:10PM-12:20PM)

- Updates in Immigration Policy and Their Effects on Workplaces

Connor Ingerson – (12:20PM-12:30PM)

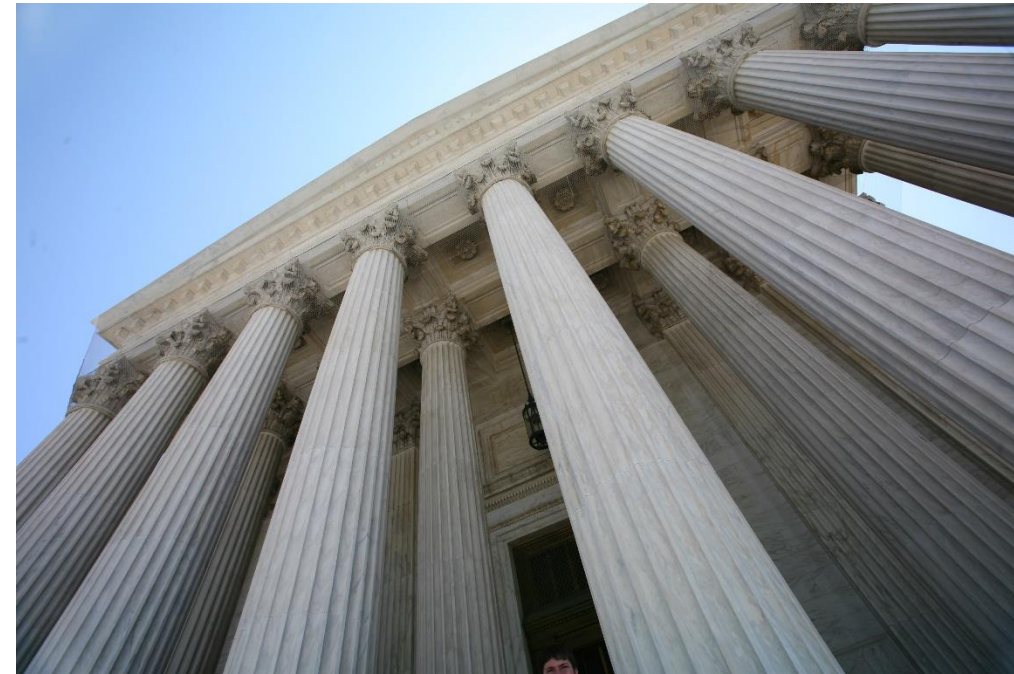
- Governor Hochul Signs Package of Housing Bills – What Are the Client Implications?

G. Oberfield – (12:30PM)

- Questions / Wrap Up

What's New in Gov't and Reg Affairs

- **Federal gov't**
 - **Shutdown continues**
- **NYS**
 - **FY '27 budget begins to take shape**
 - **Volume of vetoes picks up**
 - **Early voting begins across NY**



New York City Expands Leave Law



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NYC Earned Safe and Sick Time Amendments

- Significant changes to existing NYC ESSTA and Temporary Schedule Change Act
- On Sept. 25, 2025, NYC City Council passed amendments to NYC ESSTA
 - Officially adopted on October 25, 2025
- Effective in 120 days → **February 22, 2026**

Key Changes

- **Expanded Qualifying Reasons for ESSTA Leave Accruals**
 - Public disaster
 - Caregiving responsibilities
 - Subsistence Benefits/Housing
 - Workplace violence
- **Additional 32 Unpaid Sick Time Hours**
 - Frontloaded upon hire and annually thereafter, for all employees
- **Temporary Schedule Change Act**
 - Employers no longer required to accept or approve requests for temporary schedule changes under TSCA, but employees still have the right to request a temporary schedule change
 - Employers must respond to request as soon as practicable
 - Employers may propose an alternative temporary change but employee does not have to accept
 - Retaliation still prohibited

Next Steps for Employers

- Prepare for compliance with new changes
 - Evaluate current PTO/sick time policies and TSCA policies and revise to align with new changes
 - Work with legal to understand changes and update policies for compliance, but tailored to your workplace needs, goals, and objectives
 - Ensure tracking and reporting accruals each pay period is set up correctly
 - Train supervisors/managers, HR, others who are responsible for attendance enforcement
- Stay tuned in for updated guidance from NYC Department of Consumer and Worker Protection
 - Including updated postings/notices (Workers' Bill of Rights)

Updates in Immigration Policy and Their Effects on Workplaces



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H-1B Specialty Occupation Update

September 19, 2025: Any new H-1B petitions filed at or after 12:01 a.m. eastern daylight time on September 21, 2025 must be accompanied by an additional \$100,000 payment as a condition of eligibility.

Who is subject to the \$100K fee?

- The Proclamation applies to **new** H-1B petitions filed at or after 12:01 a.m. eastern daylight time on September 21, 2025, on behalf of beneficiaries who are **outside the United States** and do not have a valid H-1B visa.
- If USCIS determines that that alien is ineligible for change of status/amendment/ extension of stay, the 100K will apply.

H-1B Specialty Occupation Update

Who and what is not impacted?

- Amendments, extensions, change of status
- Existing H1B visa holders
- International travel for H1B visa holders
- Consular notify petitions filed before 09/21/2025

H-1B Specialty Occupation Update

Exceptions?

- Yes, but in extraordinarily rare circumstances:
 - In the national interest
 - No American worker is available to fill the role
 - Alien worker does not pose a threat to the security or welfare of the United States
 - Requiring the petitioning employer to make the payment on the alien's behalf would significantly undermine the interests of the United States.

Project Firewall

Project Firewall is a new H-1B enforcement initiative designed to protect American workers and ensure employers comply with program requirements.

Why this compliance initiative is unprecedented?

- Secretary of Labor will personally certify the initiation of H-1B investigations where there is “reasonable cause” to believe that violations exist.
- Interagency collaboration

How this impacts employers?

- If in violation, employers will face back wage liability, civil monetary penalties and debarment from future use of the program.
- Expect increased audits, greater information-sharing between agencies and heightened scrutiny in industries that heavily rely upon H-1B workers.

Project Firewall

What should employers do?

- Continue maintaining meticulous I-9 and H-1B compliance
- Conduct internal audits including audits of LCAs and PAFs
- Review hiring and recruitment practices
- Train HR and compliance teams to respond effectively to government inquiries
- Engage outside counsel if haven't already done so

**Reminder:* Rules have not changed; however, enforcement and scrutiny have increased. If you are already compliant and following proper procedures there is no cause for concern.

I-9 Compliance Review

Advance Preparation For an I-9 Inspection

- Conduct internal I-9 audits
- Perform Re-Verification where necessary (ie: especially given recent changes pertaining to TPS, etc.)
- Implement annual compliance training for your Human Resources teams
- Ensure your team is using the correct version of Form I-9
- If ICE finds problems during I-9 audit, you could face:
 - Civil fines per violation (can total tens of thousands)
 - Criminal charges (for knowingly hiring unauthorized workers)
 - Debarment from federal contracts
 - Loss of business reputation
 - Possible follow-up raids

I-9 Compliance Review

Impact of government shutdown :

**Reminder:* Complete Form I-9 no later than the third business day after the employee's first day of employment and comply with all other Form I-9 requirements.

- E-Verify Implications for Employers and Employees: **It is up and running now**
 - Employers may not have been able to access their E-Verify accounts, create an E-Verify case, run reports, enroll in E-Verify, or view or act on any case.
 - Employees may not have resolved Tentative Non-Confirmations (TNCs).
 - The requirement to create E-Verify cases within three business days is suspended for cases delayed by E-Verify system outages.
 - Employees were granted additional time to address Tentative Nonconfirmations (TNCs); days during which E-Verify was down should not be counted toward their resolution period.

Biometrics Update Effective December 26, 2025

- Authorizes Customs and Border Protection (CBP) to photograph “all aliens” at all ports of entry and departure, and “any other point of departure.”
- CBP officials project that full nationwide coverage will take three to five years, citing the need to install infrastructure at hundreds of land and sea crossings. The program’s success will depend on funding, coordination with state and local port authorities, and technical performance.

Governor Hochul Signs Package of Housing Bills – What Are the Client Implications?



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Brief Overview

- On October 16, 2025, Governor Hochul signed a comprehensive housing package, including two subpackages, designed to make homeownership more attainable and strengthen renter protection in New York.
- Homeowners Package: designed to bolster homeownership.
- Renters Package: designed to strengthen tenant protections.



Homeowners Package

➤ Legislation A355-C/S1718-B

- Creates an affordable homebuyer opt-in property tax incentive for homes built with assistance from governmental entities, nonprofits, land banks, or community land trusts, and sold to low- and moderate-income homebuyers.
- Exemption ranges from 25%-75% of the assessed value of the property.
- Exemption is for *residential* properties only.
- Qualified low-income household= a household with an income upon initial occupancy of not more than 80% of the area median income.

Homeowners Package Continued

- Legislation A6770/S7285
 - Empowers municipalities to pass local laws to incentivize redevelopment of vacant properties into housing.
 - Creates an opt-in tax incentive to encourage redevelopment of vacant or abandoned *one-to-four family unit dwellings* for use as affordable homeownership or rental housing.
 - The incentive exempts any designated “redevelopment inhibited property” from taxation and any ad valorem levies to the extent of any increase in assessment value attributable to demolition, alteration, rehabilitation, or remediation.
 - Property owner must annually file an affidavit of residency with local assessor.



Homeowners Package Continued

➤ Legislation A6869/S7320

- Strengthens laws and policies to combat home appraisal discrimination.
- Makes it a violation of the NYS Human Rights Law to discriminate when providing real estate appraisals or in making those services available.
- It enables the Department of State to fine home appraisers a maximum of \$2,000 for violations, with half of the money collected going to the anti-discrimination in housing fund.
- Other potential penalties include license suspension or revocation.
- Any appraiser accused of such discrimination is entitled to notice and an opportunity to be heard.

Homeowners Package Continued

➤ Legislation A3470/S7413

- Amends Section 339-aa of the Real Property Law.
- Requires notice to be provided 90 days prior to the commencement of a foreclosure action by a homeowners' association or condominium board lien for unpaid common charges, assessments, fines, or fees.
- Notice must include the address of the property and the specific amount due.

Renters Package

➤ Legislation S7882/A1417-B

- Makes it illegal for a person or entity to knowingly or recklessly facilitate non-compete agreements between two or more residential property owners/managers with respect to residential rental units. This includes utilizing software, data analytics services, or algorithmic devices that coordinate on behalf of or between parties.
- Also makes it illegal for any residential property owner/manager, based on recommendations from a software, data analytics service, or algorithmic device performing a coordinating function, to set or adjust rental prices or other lease terms and conditions.
- “Coordinating function” is defined as performing all of these subfunctions:
 - Collecting historical/present prices, supply levels, or lease/rental contract termination and renewal dates from two or more property owners or managers;
 - Analyzing or processing such information using a system, software, or process that uses computation;
 - Recommends rental prices, lease renewal terms, ideal occupancy levels or other lease terms and conditions to a residential rental property owner/manager.



Renters Package Continued

➤ Legislation S952-B/A6423-A

- This law updates NY's General Obligations Law to extend protections given to market-rate tenants with security deposits under the Housing Stability and Tenant Protection Act of 2019 to rent stabilized tenants.
- These protections include, but are not limited to:
 - Security deposits may not exceed one month's rent;
 - Return of security deposits, minus any deductions indicated in an itemized statement, within 14 days of vacating rental unit;
 - Allowing tenants to conduct a pre-occupancy inspection and to request a post-termination inspection to determine what needs to be remedied to receive security deposit funds back in full;
 - Allows a grantee or assignee of a rental unit to demand that an escrow account be opened.

Renters Package Continued

➤ Legislation A56-B/S3845-B

- Limits the fees that a landlord could collect due to a bounced check to the greater of \$20 or the costs incurred by the landlord.
- If the landlord's fees exceed \$20, it must provide evidence to the tenant substantiating the costs incurred upon request.

Renters Package Continued

➤ Legislation S8311-A/A8412-D

- Establishes succession rights for family members of New York City Housing Authority (“NYCHA”) residents.
- Enables the NYCHA to establish written policies and procedures regarding the assertion of succession rights.
- Such policies and procedures will include:
 - Eligibility requirements for lease succession;
 - Relocation requirements, if any, arising out of lease succession;
 - Requirement to pay use and occupancy during the pendency of succession rights proceedings; and
 - Right to an administrative grievance of the NYCHA’s denial of succession rights.

Timing

Legislation	Effective
Legislation A355-C/S1718-B (Homebuyer Incentive)	Immediately
Legislation A6770/S7285 (Redevelopment Incentive)	30 days after signing
Legislation A6869/S7320 (Appraisal Anti-Discrimination)	Immediately
Legislation A3470/S7413 (Foreclosure Notice Extension)	Immediately
Legislation A1417-B/S7882 (Anti AI price-fixing)	60 days after signing
Legislation A6423-A/S952-B (Rent Stabilized Security Deposits)	30 days after signing and applicable to any lease or rental agreement or renewal thereof entered into on or after such date
Legislation A56-B/S3845-B (Landlord Collection Fees)	Immediately
Legislation A8412-D/S8311-A (NYCHA)	Immediately

Implications

➤ Municipalities & Housing Authorities:

- New laws may require updates to existing policies and procedures to create opportunities to participate in and take advantage of redevelopment initiatives or public-private partnerships to combat the growing issues of housing scarcity and blight in communities.
- Reforms may also require updates to align with expanded tenant protections.

Implications Continued

➤ Landlords & Property Managers:

- New regulations concerning extended security deposit protections, rent-setting tools, and fees underscore the need to review lease agreements and rent calculation methods to ensure continued compliance.
- The renewed focus on fair housing and anti-discrimination appraisal standards emphasizes the importance of transparent and equitable practices in transactions and property management.

Implications Continued

➤ Developers & Investors:

- The expanded tax incentives for affordable housing and rehabilitation projects could unlock new avenues for partnerships with municipalities and housing authorities, especially in communities facing blight or housing shortages.

➤ Individuals:

- The amalgamation of affordability initiatives, pro-renter updates, and anti-discrimination measures provides greater protection to tenants and those seeking to enter the housing market.

Questions?



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Vetoed and Early Voting Begin

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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

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It is not to be considered as legal advice.
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