

BUSINESS IN

WEEKLY WEBINAR SERIES

2025

2024

2026

2027



BOND SCHOENECK
& KING ATTORNEYS

Your Host



Gabriel S. Oberfield

Member

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New York, NY

Today's Agenda

Gabe Oberfield – (12:00PM-12:05PM)

- Welcome and Agenda
- Bills Percolating and New Administrations Forming across New York

Sara Richmond– (12:05PM-12:15PM)

- New Law Extends Anti-Bullying Protections into Private Schools in New York State

Suzanne Messer – (12:15PM-12:25PM)

- NY Court of Appeals Case Raises Key Questions Concerning Social Media Protections under New York Labor Law

Camisha Parkins – (12:25PM-12:30PM)

- NYC Rules Proposed for Contracted Delivery Workers

G. Oberfield – (12:30PM)

- Questions / Wrap Up

What's New in Gov't and Reg Affairs

- **New Municipal Administrations Forming:**
 - Work of transition committees underway in cities across NYS;
- **NYS Bill Signing Season**
 - The timing of bill delivery is critical:
 - Bills typically are subject to the '10-day rule' (excluding Sundays)
 - No gubernatorial action: they're considered "pocket-approved;"
 - On / after December 22 through December 31, the Gov has 30 days (excluding Sundays) to sign or veto:
 - No gubernatorial action: it's considered a "pocket veto;"
 - Other considerations
 - **Veto overrides** require two-thirds support of the Senate and the Assembly;
 - If the Gov. negotiates "**chapter amendments**," she may make changes to a bill before signing it into law;
- **Budget**
 - Slight reprieve on MCO tax – approval to continue its deployment through March 2026.



NYS Gov. Kathy Hochul
Credit: <https://www.governor.ny.gov/>

New Law Extends Anti-Bullying Protections into Private Schools in New York State



Sara M. Richmond

Member

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White Plains, NY

Jack Reid Law: Protect all Students Act

- Signed into law by Governor Hochul on October 23, 2025
- Amends NYS Education Law Article 2-a, Sections 19-23.
- Extends protections against discrimination and harassment to students in private and parochial schools.
- Effective immediately

Creates additional requirements for non-public schools consistent with the public-school obligations under DASA (the Dignity for All Students Act)

- Prohibits harassment and bullying at school or during any school function, even if such an activity occurs off campus and away from school activities or on-line.
- School must adopt a clearly defined bullying policy available to parents, students and staff.
 - The policy must be written in plain language, be age-appropriate and available on the school's website or parent portal.
 - The policy must be reviewed every year.

Definition of Bullying and Harassment

- The creation of a hostile environment by conduct, threats, intimidation or abuse that:
 - Interferes with a student's educational performance;
 - Reasonably causes a student to fear for their physical safety; or is
 - Reasonably expected to cause physical or emotional harm.
- Includes
 - Verbal bullying
 - Cyber bullying
 - Social and relational bullying
 - Physical bullying
 - Bias based bullying

Reporting requirements

- Oral reports must be made within one day of an employee witnessing or receiving a complaint or report of such bullying.
- Oral reports must be followed up with a written report within two days

Investigation requirements

- Investigations must be promptly performed.
 - Without unreasonable delay
 - As defined in School policy
- Results must be communicated to victims.
- Follow up actions must be initiated to ensure that conduct has stopped and to ensure the safety of students including safety from retaliation for making a good faith report.

Next Steps

- Current anti-bullying and harassment policies should be reviewed to reflect new requirements.
- Employees should be trained on new requirements.
- Internal forms should be created for reporting potential violations
- Protocols should be established to train those leading investigations.

Sander v. Westchester Reform Temple, et. al.



Suzanne M. Messer

Member

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Syracuse, NY

Parties



Plaintiff Jessie Sander

Rabbi David Levy



Rabbi Jonathan Blake

Eli Kornreich



Westchester Reform Temple

The Blog Post



israel Won't Save Us: Moving Towards Liberation

 Making Menschenes May 20 · 4 min read

By: Jessie Sander and Elana Lipkin (With special thanks to our Canadian comrade Aaron Cohenca)

You want to take us to Jerusalem
So we can die as a nation
**We'd rather stay in the Diaspora
And fight for our liberation"**

- Translation by Daniel Kahn, Oy Division — "Oh you foolish little zionists" (1931)

"As co-founders of an American Jewish organization seeking to confront the Jewish community's racist practices and beliefs, we must speak out against Israel's most recent attack on Gaza."

Rejected the "Zionist claim to the land of Palestine" and the "notion that Zionism is a value of Judaism"

"Zionism...is not equivalent to, or a necessary component of, Jewish identity"

"Resist the American-israeli military-industrial complex"

Described Israel as a "legalized apartheid regime" guilty of "genocide" and "state sponsored murder"

July 15, 2021 Meeting

- Rabbi Levy read the Blog Post.
- Rabbi Levy asked Sander whether she understood that the Temple was a Zionist institution.
- Sander responded that she understood as much and “acknowledged the importance of Israel in the Torah, the reference to the land of Israel in ancient Jewish writing, and the connection that they and all Jews have to that land.”

Sander's Termination

Sander was summoned to a meeting with Rabbi Levy and WRT Executive Director Defendant Kornreich and was terminated immediately.

Kornreich said – “It’s just not a good fit.”

SUPREME COURT OF THE STATE OF
COUNTY OF WESTCHESTER

-----X

JESSIE SANDER,

Plaintiff,

-against-

WESTCHESTER REFORM TEMPLE,
JONATHAN BLAKE, DAVID E. LEVY
and ELI KORNREICH,

Defendants.

-----X

Index No.:

Date Purchased:

Plaintiff(s) designate(s)

WESTCHESTER

County as the Place of trial.

The basis of the venue is

Defendants' residence

SUMMONS

Plaintiff(s) reside(s) at

1655 Flatbush Ave. #A1802

Brooklyn, NY 11210

County of KINGS

Plaintiff's Complaint

57. Defendants unlawfully discharged Plaintiff from employment because of her legal recreational activity, outside of work hours, off of WRT's premises and without use of WRT's equipment or other property; to wit, writing and publishing the May 20, 2021 blog post, which she wrote and published without compensation, a lawful, leisure-time activity in which she engaged for recreational rather than commercial purposes.

Labor Law §201-d

[I]t shall be unlawful for any employer . . . to discharge [an individual] from employment . . . because of . . . an individual's legal recreational activities, including cannabis in accordance with state law, outside work hours, off of the employer's premises and without use of the employer's equipment or other property.

Section 201-d(2)(c).

Labor Law §201-d



Recreational Activities – “any lawful, leisure-time activity, for which the employee receives no compensation and which is generally engaged in for recreational purposes, including but not limited to sports, games, hobbies, exercise, reading and the viewing of television, movies and similar material.”



Section 201-d protections do not apply where a recreational activity “creates a material conflict of interest related to the employer’s...business interests.”

Defendants' Arguments

Sander was not fired
“because of” her
blogging; She was
terminated because of
her anti-Zionist views.

“Expressive Content” is
not a Recreational
Activity.

The Blog Post was a
“protest,” not recreation.

The Blog Post presents a
material conflict with
WRT’s business interests.

First Amendment
protects religious
institutions from claims
under state employment
statutes where the
employee is a “minister.”

Plaintiff's Arguments



Blogging is a Recreational Activity under Section 201-d.

Blogging is a “hobby” and many hobbies are expressive by nature, and therefore, blogging falls within the statute.



“Employers in the State of New York will henceforth be able to fire employees for all sorts of expressive hobbies or other recreational activities in the sanctity of their own homes that the employer did not like.”



No material conflict with WRT’s business interests.



Sander is not a minister.

NYC Rules Proposed for Contracted Delivery Workers



Camisha L. Parkins

Associate

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New York, NY

Questions?



Gabriel S. Oberfield

Member

goberfield@bsk.com

New York, NY

Upcoming Events

Employment Implications of Artificial Intelligence

Tuesday, December 9
12 – 12:30 p.m.

During this presentation, we will cover legal risks for employers as a result of artificial intelligence, best practices to avoid those risks and new legislation and guidance affecting the use of artificial intelligence in the workplace.

Workplace 2026

Annual Labor & Employment Law Conference

Date	Location
Thursday, June 11, 2026	Albany
Thursday, May 21, 2026	Corning
Thursday, June 25, 2026	Long Island
Thursday, June 18, 2026	New York City
Thursday, June 4, 2026	Rochester
Tuesday, June 23, 2026	Saratoga Springs
Thursday, May 28, 2026	Syracuse
Tuesday, June 9, 2026	Westchester

Registration for all programs will be available starting Spring 2026

Bills Percolating and New Administrations Forming across New York

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Suzanne Messer, smesser@bsk.com

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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

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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