LeadingAge®
New York

October 20, 2025

The Honorable Kathy Hochul
Governor
NYS State Capitol
Albany, NY 12224

Re: A.584-C (Steck)/S.4070-B (May)

Dear Governor Hochul,

LeadingAge New York and its not-for-profit, mission-driven long-term care provider members urge you to veto or seek amendments regarding the "Trapped at Work Act", A.584-C (Steck)/S.4070-B (May). This bill would prohibit both public and private employers in New York State from requiring workers to agree to reimburse the employer for training costs if the worker leaves employment before the passage of a stated period of time. Under the bill such agreements would be void, and employers face fines between $1,000 and $5,000 per violation of the law. While the bill aims to protect workers from exploitative training repayment agreements, its broad scope would unintentionally dismantle voluntary career advancement programs that benefit employees and help address critical workforce shortages.

LeadingAge New York understands that this bill is intended to curb harsh training repayment agreements that require reimbursement for mandatory training that principally benefits the employer. However, it would also prohibit desirable voluntary training programs that offer significant benefits for employees, such as programs that provide tuition for nursing school or other advanced health care training to employees who make a specified service commitment to their employer.

Our members invest in innovative career ladder initiatives that empower employees with higher education, specialized skills and credentials, and upward mobility. These programs often require a significant financial investment in an employee. They are not coercive; they are optional and reward longevity with real opportunities for growth. Requiring a reasonable service commitment in return for substantial investment is fair and aligns with similar provisions in state-supported programs like Career Pathways Training, Nurses Across New York, and Doctors Across New York.

It is widely recognized that there are serious workforce shortages in health care, felt particularly acutely in long term care and aging services. Nursing homes, assisted living facilities, home care and hospice providers rely heavily on government funding, but reimbursement has not kept pace with the costs of care. With long- severe staffing challenges and limited resources, we need more tools to attract and retain talent—not policies that penalize innovation. This bill would hinder workforce development initiatives at a time when demand for aging services is rising.

We respectfully urge you to veto or seek amendments to this bill to preserve essential health and long-term care training programs.

Sincerely,

S. Barrett

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