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Congress of the United States
House of Representatives
Washington, DC 20515-3217

The Honorable Kathy Hochul
Governor of New York
New York State Capitol Building
Albany, NY 12224

June 10, 2026

Dear Governor Hochul,

I write today to encourage you to reconsider New York State's relationship with Rippling. Recent reporting uncovered concerns with the company, including allegations that employees were penalized for using paid family leave given your role in enacting the first-in-the-nation paid prenatal leave law. Rippling has no place in one of the most union friendly states in the U.S., and I trust that you share my concerns about sending them taxpayer dollars.

Throughout my tenure in Congress and in the state legislature, I have stood up for workers' rights. I introduced the Transit Funding Flexibility Act, championed the Warehouse Worker Safety Act, and led on the Railroad Yardmaster Protection Act to ensure all workers are afforded safe working conditions and are able to access the funding they need to do their jobs. I also provided the final 218th signature on the discharge petition that brought the Protecting America's Workforce Act to the House floor. This critical legislation would restore collective bargaining rights for federal employees. And just yesterday, I voted in favor of the Faster Labor Contracts Act, to speed up the process for newly unionized workers to get their first union contracts. contracts.

My record in support of organized labor is why I am so concerned with your Administration's partnership with Rippling. Reports indicate that you personally oversaw the awarding of \$7 million in state tax subsidies to the multi-billion-dollar technology company to expand its New York City offices. Those subsidies were granted despite what multiple former employees have alleged is a toxic workplace culture where workers are denied benefits to which they are legally entitled and are retaliated against when they speak out.

Additionally, Rippling Founder and CEO Parker Conrad was previously found to have flagrantly violated New York law. The Department of Financial Services named Rippling founder Parker Conrad explicitly when it levied a \$1.2 million fine against his previous company, Zenefits, over what the department called "repeated violations of New York insurance law." Additionally, Conrad paid a fine of nearly \$1 million to the U.S. Securities and Exchange Commission as part of a settlement agreement following charges that the company misled investors.

These reports raise concerns about whether companies receiving state support are meeting basic standards for employee treatment, and whether sufficient vetting occurred before public funds were committed.

Please respond to the following:

1. What subsidies, tax incentives, or other benefits has New York provided to Rippling or its executives, and through which programs?
2. What due diligence was conducted on Rippling and its leadership, including CEO Parker Conrad, prior to approval?
3. Were prior regulatory lapses, including those related to insurance licensing compliance at Zenefits, considered?
4. Was Rippling required to demonstrate compliance with applicable insurance licensing and labor laws prior to approval, and did the state independently verify that compliance?
5. Which state agencies reviewed and approved these benefits?
6. What if any safeguards were put in place to protect taxpayers, including claw backs or performance requirements?
7. Has the state received complaints or conducted any review regarding allegations that Rippling employees were penalized for using paid family leave or other benefits?
8. Do New York's subsidy programs consider a company's labor and employment practices, including allegations of retaliation or interference with employee benefits, when determining eligibility?
9. Recent fundraising rounds have valued Rippling at approximately \$16 billion. Do you feel it's an appropriate use of public funds to subsidize office space for such a valuable company?
10. Is your administration concerned that providing subsidies in these circumstances could undermine public confidence in state economic development programs?

Please provide a response and copies of any subsidy agreements, due diligence materials, and relevant interagency communications by July 4, 2026.

Thank you for your attention to this matter.

Sincerely,



Michael V. Lawler
Member of Congress