SHRM® Mohawk Valley

2025 Legislative Year in Review

New York State & Federal Laws

New York State Legislative Highlights

Minimum Wage: https://www.ny.gov/new-york-states-minimum-wage/new-york-states-minimum-wage

HOURLY

Jan 1, 2025 - NYC/LI/Westchester $16.50/hr.; Rest of State $15.50/hr.**

Jan 1, 2026 - NYC/LI/Westchester $17.00/hr.; Rest of the State 16.00/hr.**

SALARY

Jan 1, 2025 - NYC/LI/Westchester $64,350.00; Rest of the State $60,405.80**

Jan 1, 2026 - NYC/LI/Westchester $$66,300.00; Rest of the State 62,353.20**

Tip Credit Adjustments: Food service $5.50; Service workers $2.75*

- https://dol.ny.gov/minimum-wage-tipped-workers

Paid Prenatal Leave: 20 hours/year separate from sick leave**

- https://www.ny.gov/programs/new-york-state-paid-prenatal-leave

Paid Family Leave: Up to 12 weeks, 67% wage replacement (cap $1,177.32/week)**

- https://paidfamilyleave.ny.gov/

COVID-19 Leave: Emergency provisions expired July 31, 2025**

- https://www.bsk.com/uploads/8-25-25-End-of-an-Era-New-Yorks-COVID-19-Paid-Sick-Leave-Has-Ended-Labor-and-Employment-IMind-copy1.pdf

Retail Worker Safety Act: Violence prevention training by June 2025*

- https://dol.ny.gov/retail-worker-safety

Mental Health Workers' Compensation: Claims allowed for extraordinary stress*

- https://www.governor.ny.gov/news/governor-hochul-signs-new-law-support-workers-facing-job-related-post-traumatic-stress

Lactation Accommodation: Paid breaks required (NYC May 11, 2025)**

- https://dol.ny.gov/expressing-breast-milk-workplace
- NYC - https://www.nyc.gov/site/cchr/law/lactation.page

Warehouse Injury Reduction: Musculoskeletal prevention programs by June 1, 2025**

- https://dol.ny.gov/WWIRP

Federal Legislative Highlights

Executive Order 14173: Rescinded affirmative action mandates; dismantled DEI programs*

- https://public-inspection.federalregister.gov/2025-02097.pdf?1738244718

Pay Transparency: Expanded disclosure requirements in job postings*

*BSK

**NYS Website