



Legislative & Regulatory Update — October 2025

Key Highlights & New Laws

1. Minimum Wage & Overtime Thresholds (starting Jan 1, 2026)

- Beginning Jan 1, 2026, another raise: \$17.00 (metro) / \$16.00 (rest)
- After 2027, further increments will depend on a regional consumer price index (CPI) average, with the NYDOL posting adjusted rates by October 1 of the preceding year.
- Minimum wage: <https://dol.ny.gov/minimum-wage-0>
- Overtime Thresholds:
 - Salary Thresholds by Location (Effective January 1, 2026)
 - **New York City, Long Island, and Westchester:** \$1,275 per week (\$66,300 annually)
 - **Remainder of New York State:** \$1,199.10 per week (\$62,353.20 annually)

2. Unemployment increase

- Under the FY 2026 budget legislation, New York will **pay off the federal UI loan** and increase the maximum unemployment insurance benefit rate (from \$504 to \$869). [Governor Hochul and Labor Leaders Announce Maximum Weekly Benefit Increase for Unemployed Workers | Governor Kathy Hochul](#)

3. Worker & Labor Protections Legislation

- In September 2025, Governor Hochul signed a package of bills to **strengthen and expand worker protections**, in view of labor uncertainty at the federal level.
 - <https://www.governor.ny.gov/news/governor-hochul-signs-legislation-strengthen-and-expand-worker-and-labor-protections>
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