

# 2025 Legislative Update for New York

**Date: December 17, 2024**

As your HR Partner, we keep you informed of new employment laws affecting New York in late 2024 and into 2025. In this document, you'll find summaries of new legislation and how it may impact your business and employees in the coming year. Please read the summaries and click on the linked resources to learn more about each legislation.

If you have questions about the new legislation, please contact us at 808-394-8878 to speak with one of our expert HR Consultants. Mahalo!

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## Short Summaries:

### New York Minimum Wage

The minimum wage in New York State is scheduled to increase to \$16.50 per hour in New York City, Westchester County, and on Long Island, and \$15.50 per hour in the rest of the state on January 1, 2025. More information on wage increases can be found here:

<https://dol.ny.gov/minimum-wage-0>.

### Overtime Exemption Salary Threshold

Starting January 1, 2025, the overtime exemption salary threshold for executive or administrative employees will increase to \$64,350 in New York City, Long Island, and Westchester, and \$60,405.80 in New York State.

## **Paid Prenatal Leave**

Effective January 1, 2025, New York employers must provide up to 20 hours of paid prenatal leave per year in addition to any other paid leave. This leave can be used for health care services related to pregnancy, such as physical exams, medical procedures, and discussions with a health care provider. Employees can use the leave in hourly increments and will be paid at their regular rate of pay or the minimum wage, whichever is greater. More information on paid prenatal leave can be found here: <https://paidfamilyleave.ny.gov/>.

## **Paid Lactation Breaks**

Starting June 19, 2024, employers must provide paid 30 minute lactation breaks. More information on paid lactation breaks can be found here: <https://dol.ny.gov/expressing-breast-milk-workplace>.

## **Workplace Violence Protections**

New York Worker Safety Act requires employers to outline factors that may put retail employees at risk of workplace violence, and to list methods for preventing incidents. The law also states that retaliation against employees who complain of workplace violence is unlawful. More information on the New York Worker Safety Act can be found here: <https://www.nysenate.gov/legislation/laws/LAB/27-E>.

## **How We Will Help**

When it is appropriate, the ProService Hawaii standard handbook will be updated in compliance with new laws. If you have a handbook addendum and you would like to verify whether a policy is compliant with a new law, please contact your dedicated HR consultant for assistance with updating the handbook addendum.

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