



### **2025 State Legislative Update: Labor & Employment Law Section**

We've come to the end of the 2025 Legislative Session, with several actions taken by the Legislature that may be of interest to your section. Please reach out to the GR team with any questions about any particular legislation of interest that you don't see on the following list. Any memoranda and letters drafted by the section in support or opposition to legislation were shared by the Government Relations team, and the team looks forward to working with the section as we move into the second half of 2025.

#### **Legislation of Interest**

##### **Passed by the Legislature:**

- A4727(Bronson)/S50(Comrie): Relates to paid family leave benefits. This bill will go to the Governor for signature or veto before the end of the year.
- S5254(Ryan C)/A6612(Bronson): Protects certain employees from a reduction of wages due to their involvement in the investigation of a violation of a workplace violence protection program. This bill will go to the Governor for signature or veto before the end of the year.
- A584-C(Steck)/S4070-B(May): Enacts the "trapped at work act". This bill will go to the Governor for signature or veto before the end of the year.
- A2249(Reyes)/S823(Hoylman-Sigal): Relates to model management companies and model management groups. This bill will go to the Governor for signature or veto before the end of the year.
- A2725-A(Paulin)/S5922-A(Fernandez): Requires employers to include an opioid antagonist where first aid kits are required by federal law. This bill will go to the Governor for signature or veto before the end of the year.
- A2730-A(Barrett)/S4881-A(Scarcella-Spanton): Requires contractors and subcontractors performing construction work for covered renewable energy systems to use apprenticeship agreements. This bill will go to the Governor for signature or veto before the end of the year.
- A4938(Levenberg)/S2709(May): Provides protections for telecommunications tower technicians. This bill will go to the Governor for signature or veto before the end of the year.
- A7694(Conrad)/S8231(Ramos): Extends provisions relating to self-employment assistance programs and other matters. This bill will go to the Governor for signature or veto before the end of the year.
- A8465(Otis)/S7485(Mayer): Relates to prevailing wage for those involved in hauling of concrete and asphalt. This bill will go to the Governor for signature or veto before the end of the year.

Matthew Pennello | Director of Government Relations | [mpennello@nysba.org](mailto:mpennello@nysba.org)

Lena Faustel | Government Relations Policy Manager | [lfaustel@nysba.org](mailto:lfaustel@nysba.org)

Hilary Jochmans | Policy Consultant | [HFJ@JochmansConsulting.com](mailto:HFJ@JochmansConsulting.com)

**NYSBA.ORG/GOVERNMENTRELATIONS**

- S2457-B(Ramos)/A3999-B(Bronson): Establishes the mechanical insulation energy savings program. This bill will go to the Governor for signature or veto before the end of the year.
- S2536-A(Jackson)/A2747-A(Bronson): Relates to the inclusion of certain off-site custom fabrication as public work for the purposes of payment of prevailing wage. This bill will go to the Governor for signature or veto before the end of the year.
- S4824-A(Jackson)/A1847-A(Pheffer Amato): Relates to disabilities of members of the uniformed force of sanitation departments in certain cities. This bill will go to the Governor for signature or veto before the end of the year.
- S5379(Harckham)/A4914(Bronson): Relates to prevailing wage requirements applicable to brownfield remediation work performed under private contract. This bill will go to the Governor for signature or veto before the end of the year.
- S7388(Ramos)/A7863(Bronson): Enacts the remedial construction of New York labor law act. This bill will go to the Governor for signature or veto before the end of the year.
- S8034-A(Ramos)/A8590-A(Bronson): Relates to disputes between employers and recognized employee organizations. This bill will go to the Governor for signature or veto before the end of the year.

#### **Not Passed:**

- A2222-A(Simon)/S2236-A(Gounardes): Enacts the wage payment integrity act. This bill passed the Senate and showed some movement in the Assembly but did not pass.
- A5573(Bronson)/S3946(Ramos): Relates to civil actions brought by employees. This bill did not move in either house.
- A5589(Bronson)/S3953(Ramos): Relates to the convening of a human services employee wage board. This bill did not show any movement in either house.
- S372-A(Gianaris)/A6480-A(Bronson): Establishes the "no severance ultimatums act". This bill passed the Senate and showed some movement in the Assembly but did not pass.
- S1514(Harckham)/A6664(Bronson): Relates to issuing stop-work orders for misclassification of employees. This bill passed in the Senate but did not move in the Assembly.
- A6868(Hooks)/S7653(Ryan C): Increases the civil penalties for violations of child labor laws. This bill passed the Assembly but did not move in the Senate.
- A6903-B(Bronson)/S7993-A(Ramos): Requires public and not-for-profit libraries to provide certain workplace protections for employees. This bill passed the Assembly and showed some movement in the Senate but did not pass.
- S335(Gianaris)/A2015(Peoples-Stokes): Relates to actions or practices that establish or maintain a monopoly, monopsony or restraint of trade, and authorizes a class action lawsuit in the state anti-trust law. This bill passed the Senate but did not pass the Assembly.
- S426(Liu): Authorizes the commission on ethics and lobbying in government to provide a training course concerning anti-sexual harassment training for lobbyists and requiring lobbyists to complete the course annually. This bill passed the Senate but was not introduced in the Assembly.

Matthew Pennello | Director of Government Relations | [mpennello@nysba.org](mailto:mpennello@nysba.org)

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- S681(Martinez): Relates to fingerprinting or mandatory iris and retina scanning of employees. This bill was passed in the Senate but was not introduced in the Assembly.
- S825(Liu)/A774(Rosenthal): Establishes protections for minors who are featured in influencer-generated content. This bill passed the Senate but did not move in the Assembly.
- S2071(Scarcella-Spanton)/A6084(Hunter): Requires the department of labor create and maintain a list of available careers and job openings for veterans in the state of New York. This bill passed the Senate but did not move in the Assembly.
- S3460(Gounardes)/A2107(Gonzalez-Rojas): Relates to granting employees access to personnel records. This bill passed the Senate but did not move in the Assembly.
- S4424-A(Ramos)/S5411-A(Bronson): Enacts the anti-waiver of employment rights act. This bill passed the Senate and showed some movement in the Assembly but did not pass.

See [here](#) for NYSBA's Government Relations' update for the 2025 legislative session.

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