



Government  
Relations

# UPDATE

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

We've come to the end of the 2025 Legislative year, with several actions taken by the Legislature and the Governor 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 2026 Legislative Session.

### Legislation of Interest

#### **Chaptered or Vetoed by the Governor:**

- A4727(Bronson)/S50(Comrie): Relates to paid family leave benefits. This bill was chaptered by the Governor and will take effect immediately.
- 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 was chaptered by the Governor and will take effect immediately.
- A584-C(Steck)/S4070-B(May): Enacts the "trapped at work act". This bill was chaptered by the Governor and will take effect immediately.
- A2725-A(Paulin)/S5922-A(Fernandez): Requires employers to include an opioid antagonist where first aid kits are required by federal law. This bill was chaptered by the Governor and will go into effect June 2026.
- 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 was chaptered by the Governor and will take effect immediately.
- A8465(Otis)/S7485(Mayer): Relates to prevailing wage for those involved in hauling of concrete and asphalt. This bill was chaptered by the Governor and will take effect immediately.
- 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 was chaptered by the Governor and will take effect February 2026.
- S8034-A(Ramos)/A8590-A(Bronson): Relates to disputes between employers and recognized employee organizations. This bill was signed by the Governor and took effect September 2025.
- S5379(Harckham)/A4914(Bronson): Relates to prevailing wage requirements applicable to brownfield remediation work performed under private contract. This bill was vetoed by the Governor.
- S7388(Ramos)/A7863(Bronson): Enacts the remedial construction of New York labor law act. This bill was vetoed by the Governor.

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### 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.
- 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.
- S448-C(Hoylman-Sigal): Enacts the Empowering People in Rights Enforcement (EMPIRE) Worker Protection Act. This bill showed some movement in the Senate but was not introduced in the Assembly.

See [here](#) for NYSBA's Government Relation's End of Year Legislative Update.

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