

6 Labor and Employment Laws New York Employers Must Be Aware of in 2025

2 min read

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As we welcome the new year, it is essential for New York employers to stay informed about the evolving labor and employment laws that go into effect in 2025. To assist in navigating these changes, we have compiled a comprehensive recap of the key regulations that your business should take note of.

Hinshaw's Labor & Employment team has explored several of these topics in greater detail on our *Employment Law Observer* blog, which we provide links to below.

1. Increases to New York State Minimum Wage

Effective January 1, 2025, New York employers must take note of the increased minimum wage rate of \$16.50 (in New York City, Westchester, Nassau, and Suffolk counties) and \$15.50 in all other New York State counties.

[Read more in our prior blog post.](#)

2. Higher Compensation for Injured Workers

Effective January 1, 2025, the minimum benefits for injured workers who cannot work under Workers' Compensation laws increase to \$325 per week.

[Read more in our prior blog post.](#)

3. Pregnant Employee Benefits

Effective January 1, 2025, New York State employers will be required to provide pregnant employees with 20 hours of paid prenatal personal leave during any 52-week calendar period. With the passage of this law, New York has become the first state to provide employees with prenatal leave.

[Read more in our prior blog post.](#)

4. Workers' Compensation for Extraordinary Work-Related Stress

Effective January 1, 2025, New York employees will be permitted to file for workers' compensation benefits for mental health injuries incurred from extraordinary work-related stress. The law clarified that the Workers' Compensation Board cannot deny a claim because the "stress was not greater than that which usually occurs in the normal work environment."

5. Retail Worker Safety Act

Effective March 3, 2025, New York State employers must comply with the Retail Worker Safety Act, which requires retail employers to develop and implement programs to prevent workplace violence.

[Read more in our prior blog post.](#)

6. Expiration of Separate Paid COVID-19 Leave

Effective July 31, 2025, New York State employers will no longer be required to provide separate paid COVID-19 leave.

[Read more in our prior blog post.](#)

Topics

New York, New York City, New York Labor Law, Labor And Employment, New York Legislation, New York Minimum Wage

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