STATE OF NEW YORK

9082--A

2025-2026 Regular Sessions

IN ASSEMBLY

September 12, 2025

Introduced by M. of A. REYES, HEVESI, TAPIA, CRUZ, SANTABARBARA, SIMONE, RAGA, SIMON -- read once and referred to the Committee on Labor -- recommitted to the Committee on Labor in accordance with Assembly Rule 3, sec. 2 -- committee discharged, bill amended, ordered reprinted as amended and recommitted to said committee

AN ACT to amend the labor law, in relation to wage requirements for certain support professionals

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

Section 1. The labor law is amended by adding a new section 224-g to read as follows:

§ 224-g. Wage requirements for certain support professionals. 1. Definitions. For the purposes of this section, the following terms shall have the following meanings:

(a) "Human services worker" shall mean any employee that either provides direct care, support, or treatment to an individual participating in an eligible program and services as defined in this section or any employee who may not provide direct care to an individual but whose job title goals are to help improve or enhance an individual's health and/or welfare by addressing social problems and/or enhancing well-being who are not making the base wage as established in this section. Such definition shall not include executive professionals.

(b) "Eligible program" means any direct state or pass through funded program or service that is provided to individuals or groups of individuals, for the purpose of improving or enhancing such individuals' health and/or welfare, by addressing social problems and/or enhancing well-being that are funded, licensed, or certified by the offices, if such program or service is provided to individuals or groups of individuals, for the purpose of improving or enhancing such individuals' health and/or welfare, by addressing social problems. This section shall apply to existing and any new programs or services.

EXPLANATION--Matter in *italics* (underscored) is new; matter in brackets [-] is old law to be omitted.

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(c) "Downstate region" means the region consisting of Bronx, Kings, New York, Nassau, Queens, Richmond, Suffolk, and Westchester counties.

(d) "Rest of the state" means all other counties of the state not included in downstate region.

(e) "Offices" means the office of mental health, office for people with developmental disabilities, office of addiction services and supports, office of temporary and disability assistance, office of children and family services, the state office for the aging, the department of education, the department of health, the office of victim services, and any other state agency that may have eligible programs, if such program or service is provided to individuals or groups of individuals, for the purpose of improving or enhancing such individuals' health and/or welfare, by addressing social problems.

(f) "Social services district" shall have the same meaning as defined by section two of the social services law.

2. Human services worker wages. (a) The provisions of this paragraph shall apply to the downstate region. Beginning April two thousand twenty-six, for the downstate region, and pending federal approval where necessary, the commissioners or other chief officers of the offices shall provide sufficient direct state or pass through funding for any contracts and/or agreements between such offices and not-for-profit organizations and any eligible programs funded by allocations or reimbursements from such offices to social services districts to provide a base wage to human services workers employed in eligible programs, and to human services workers employed by any contractors or subcontractors working in any eligible program, to ensure such human services workers are paid a base wage. Such base wage shall be twenty-nine dollars per hour for the downstate region and shall be phased in subject to the following schedule:

(i) beginning April first, two thousand twenty-six, the base wage shall be twenty dollars per hour;

(ii) beginning April first, two thousand twenty-seven, the base wage shall be twenty-four dollars per hour;

(iii) beginning April first, two thousand twenty-eight, the base wage shall be twenty-six dollars per hour; and

(iv) beginning April first, two thousand twenty-nine, the base wage shall be twenty-nine dollars per hour or four hundred percent of the federal poverty level, whichever is greater.

(b) The provisions of this paragraph shall apply to the rest of the state. Beginning April first, two thousand twenty-six, and pending federal approval where necessary, the commissioners or other chief officers of the offices, shall provide sufficient direct state or pass through funding for any contracts and/or agreements between such offices and not-for-profit organizations and any eligible programs funded by allocations or reimbursements from such offices to social services districts to provide a base wage to human services workers employed in eligible programs, and to human services workers employed by any contractors or subcontractors working in any eligible program, to ensure such human services workers are paid a base wage. Such base wage shall be twenty-nine dollars per hour for the rest of the state and shall be phased in subject to the following schedule:

(i) beginning April first, two thousand twenty-six, the base wage shall be nineteen dollars per hour;

(ii) beginning April first, two thousand twenty-seven, the base wage shall be twenty-one dollars per hour;

(iii) beginning April first, two thousand twenty-eight, the base wage shall be twenty-three dollars per hour;

(iv) beginning April first, two thousand twenty-nine, the base wage shall be twenty-six dollars per hour; and

(v) beginning April first, two thousand thirty, the base wage shall be twenty-nine dollars per hour or four hundred percent of the federal poverty level, whichever is greater.

(c) Annual human services worker base wage increase. (i) The provisions of this subparagraph shall apply to the downstate region. On and after April first, two thousand thirty, the base wage rate applied under paragraph (a) of this subdivision shall be adjusted annually by the offices. Such adjusted base wage rate shall be determined by increasing the then current year's base wage rate by the rate of change in the average of the three most recent consecutive twelve-month periods between the first of August and the thirty-first of July, each over their preceding twelve-month periods published by the United States department of labor non-seasonally adjusted consumer price index for northeast region urban wage earners and clerical workers (CPI-W) or any successor index as calculated by the United States department of labor, with the result rounded to the nearest five cents.

(ii) The provisions of this subparagraph shall apply to the rest of the state. On and after April first, two thousand thirty-one, the base wage rate applied under paragraph (b) of this subdivision shall be adjusted annually by the offices. Such adjusted base wage rate shall be determined by increasing the then current year's base wage rate by the rate of change in the average of the three most recent consecutive twelve-month periods between the first of August and the thirty-first of July, each over their preceding twelve-month periods published by the United States department of labor non-seasonally adjusted consumer price index for northeast region urban wage earners and clerical workers (CPI-W) or any successor index as calculated by the United States department of labor, with the result rounded to the nearest five cents.

3. Eligible employee list. The commissioners or other chief officers of the offices shall develop forms and processes for eligible not-for-profits under this section to identify and report the titles and number of eligible employees covered by this section.

4. Allocations. The commissioners or other chief officers of the offices shall distribute an allocation to each eligible provider based on the forms developed pursuant to subdivision three of this section. The funds distributed pursuant to this section shall be used to enhance base wages of eligible employees.

5. Reimbursement. Where appropriate, transfers to the department of health shall be made as reimbursement for the state share of medical assistance.

6. In both the downstate region and the rest of the state, in order to ensure such human services workers are paid a base wage as provided for in this section, the commissioners or other chief officers of the offices covered by this section shall provide direct state or pass through funding and shall not require any local social services district to provide matching funds or to assume responsibility for any other cost shifts to local social services districts to pay the base wage.

§ 2. This act shall take effect immediately.