

STATE OF NEW YORK

4629

2025-2026 Regular Sessions

IN ASSEMBLY

February 4, 2025

Introduced by M. of A. RAGA -- read once and referred to the Committee on Labor

AN ACT to amend the labor law, in relation to reducing the number of hours in a work week to thirty-two for employers with at least five hundred employees

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

1 Section 1. The labor law is amended by adding a new section 160-a to
2 read as follows:

3 § 160-a. Hours to constitute a week's work. 1. Notwithstanding any
4 other provision of law to the contrary, a legal week's work shall
5 consist of thirty-two hours for any employer with at least five hundred
6 employees who are not part of a collective bargaining agreement.

7 2. No employee compensation shall be reduced due to the reduction in
8 hours considered a legal week's work under this section.

9 3. This section shall not prevent an agreement for overwork at an
10 increased compensation of at least one hundred fifty percent of the
11 employee's base compensation.

12 § 2. Section 232 of the labor law, as added by chapter 777 of the
13 laws of 1971, is amended to read as follows:

14 § 232. Overtime. 1. An employee, employed by a contractor, who works
15 more than eight hours in any one day or more than forty hours in any
16 workweek shall be paid wages for such overtime at a rate not less than
17 one-and-one-half times [his] their prevailing basic cash hourly rate.

18 2. An employee, employed by a contractor with at least five hundred
19 employees who are not part of a collective bargaining agreement, who
20 works more than eight hours in any one day or more than thirty-two hours
21 in any workweek shall be paid wages for such overtime at a rate not less
22 than one-and-one-half times their prevailing basic cash hourly rate. No
23 employee compensation shall be reduced due to the reduction in hours
24 considered a legal week's work under this subdivision. This subdivision

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

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1 shall not prevent an agreement for overtime at an increased compensation
2 of at least one hundred fifty percent of the employee's base compen-
3 sation.

4 § 3. This act shall take effect January 1, 2027.