

STATE OF NEW YORK

5731

2025-2026 Regular Sessions

IN ASSEMBLY

February 20, 2025

Introduced by M. of A. BARCLAY, PALMESANO, DiPIETRO, LEMONDES, DeSTEFANO, BRABENEC -- Multi-Sponsored by -- M. of A. MANKTELOW -- read once and referred to the Committee on Labor

AN ACT to amend the labor law, in relation to establishing a training wage

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

1 Section 1. Section 652 of the labor law is amended by adding a new
2 subdivision 7 to read as follows:

3 7. Training wage. (a) A training wage equal to eighty-five percent of
4 the state minimum wage or one hundred percent of the federal minimum
5 wage, whichever is less, may be paid to a youth who has no prior job
6 experience.

7 (b) Any youth who receives a training wage pursuant to paragraph (a)
8 of this subdivision and who did not work more than one hundred eighty
9 days in the preceding calendar year, shall receive, at a minimum, an
10 annual increase in wages equal to twenty-five percent of the difference
11 between the training wage pursuant to paragraph (a) of this subdivision
12 and the state minimum wage until such youth reaches the age of eighteen.

13 (c) For the purpose of this subdivision, youth is defined as a person
14 who has not yet reached the age of eighteen, and prior job experience is
15 defined as employment where an employee would have been accounted for on
16 an employer's payroll records. No youth will be paid a training wage for
17 more than one hundred eighty days. Employers are limited to twenty
18 percent of their workforce, or no more than six employees receiving a
19 training wage at any one particular location. At no time will a youth
20 receiving a training wage be used to displace an employee who is receiv-
21 ing a wage equal to or greater than the state minimum wage.

22 § 2. This act shall take effect immediately.

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

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