STATE OF NEW YORK

7874

2025-2026 Regular Sessions

IN ASSEMBLY

April 11, 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 the number of hours which constitute a work week

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 160-a to read as follows:

§ 160-a. Hours to constitute a week's work. 1. Notwithstanding any other provision of law to the contrary, for all employees thirty-eight hours shall constitute a legal week's work.

2. Where an employee works more than:

(a) eight hours in a single workday, they shall receive compensation for overtime work at a rate which is at least one and one-half times the employee's normal wage rate.

(b) twelve hours in a single workday, they shall receive compensation for overtime work beyond twelve hours for such workday at a rate which is at least two times the employee's normal wage rate.

§ 2. Subdivision 1 of section 160-a of the labor law, as added by section one of this act, is amended to read as follows:

1. Notwithstanding any other provision of law to the contrary, for all employees [~~thirty-eight~~] **thirty-six** hours shall constitute a legal week's work.

§ 3. Subdivision 1 of section 160-a of the labor law, as amended by section two of this act, is amended to read as follows:

1. Notwithstanding any other provision of law to the contrary, for all employees [~~thirty-six~~] **thirty-four** hours shall constitute a legal week's work.

§ 4. Subdivision 1 of section 160-a of the labor law, as amended by section three of this act, is amended to read as follows:

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

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1. Notwithstanding any other provision of law to the contrary, for all employees [~~thirty-four~~] thirty-two hours shall constitute a legal week's work.

§ 5. This act shall take effect immediately; provided, however, section one of this act shall take effect on the one hundred eightieth day after it shall have become a law; provided further, however, section two of this act shall take effect one year after it shall have become a law; provided further, however, section three of this act shall take effect two years after it shall have become a law; and provided further, however, section four of this act shall take effect three years after it shall have become a law.