

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:

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, for all employees thirty-eight
5 hours shall constitute a legal week's work.

6 2. Where an employee works more than:

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

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

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

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

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

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

23 § 4. Subdivision 1 of section 160-a of the labor law, as amended by
24 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 1. Notwithstanding any other provision of law to the contrary, for all
2 employees [~~thirty-four~~ thirty-two hours shall constitute a legal week's
3 work.
4 § 5. This act shall take effect immediately; provided, however,
5 section one of this act shall take effect on the one hundred eightieth
6 day after it shall have become a law; provided further, however, section
7 two of this act shall take effect one year after it shall have become a
8 law; provided further, however, section three of this act shall take
9 effect two years after it shall have become a law; and provided further,
10 however, section four of this act shall take effect three years after it
11 shall have become a law.