

STATE OF NEW YORK

9309

2025-2026 Regular Sessions

IN ASSEMBLY

December 10, 2025

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

AN ACT to amend the labor law, in relation to freezing minimum wage automatic escalators and annual inflation adjustments beginning in 2027; and to repeal certain provisions of such law related thereto

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

1 Section 1. Subdivision 1-a of section 652 of the labor law, as added
2 by section 2 of part S of chapter 56 of the laws of 2023, is amended to
3 read as follows:

4 1-a. Annual minimum wage from January 1, 2024 [~~to December 31, 2026~~]
5 and thereafter.

6 (a) New York city. Notwithstanding subdivision one of this section,
7 every employer regardless of size shall pay to each of its employees for
8 each hour worked in the city of New York a wage of not less than:

9 \$16.00 on and after January 1, 2024,

10 \$16.50 on and after January 1, 2025,

11 \$17.00 on and after January 1, 2026, or, if greater, such other wage
12 as may be established by federal law pursuant to 29 U.S.C. section 206
13 or its successors or such other wage as may be established in accordance
14 with the provisions of this article.

15 (b) Remainder of downstate. Notwithstanding subdivision one of this
16 section, every employer shall pay to each of its employees for each hour
17 worked in the counties of Nassau, Suffolk, and Westchester, a wage of
18 not less than:

19 \$16.00 on and after January 1, 2024,

20 \$16.50 on and after January 1, 2025,

21 \$17.00 on and after January 1, 2026, or, if greater, such other wage
22 as may be established by federal law pursuant to 29 U.S.C. section 206
23 or its successors or such other wage as may be established in accordance
24 with the provisions of this article.

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

LBD14114-01-5

(c) Remainder of state. Notwithstanding subdivision one of this section, every employer shall pay to each of its employees for each hour worked outside the city of New York and the counties of Nassau, Suffolk, and Westchester, a wage of not less than:

\$15.00 on and after January 1, 2024,

\$15.50 on and after January 1, 2025,

\$16.00 on and after January 1, 2026, or, if greater, such other wage as may be established by federal law pursuant to 29 U.S.C. section 206 or its successors or such other wage as may be established in accordance with the provisions of this article.

§ 2. Subdivision 1-b of section 652 of the labor law is REPEALED.

§ 3. Subdivisions 2, 4 and 5 of section 652 of the labor law, as amended by section 3 of part S of chapter 56 of the laws of 2023, are amended to read as follows:

2. Existing wage orders. The minimum wage orders in effect on the effective date of this act shall remain in full force and effect, except as modified in accordance with the provisions of this article; provided, however, that the minimum wage order for farm workers codified at part one hundred ninety of title twelve of the New York code of rules and regulations in effect on January first, two thousand twenty shall be deemed to be a wage order established and adopted under this article and shall remain in full force and effect except as modified in accordance with the provisions of this article or article nineteen-A of this chapter.

Such minimum wage orders shall be modified by the commissioner to increase all monetary amounts specified therein in the same proportion as the increase in the hourly minimum wage as provided in subdivisions one[~~7~~] and one-a[~~7~~, ~~and one-b~~] of this section, including the amounts specified in such minimum wage orders as allowances for gratuities, and when furnished by the employer to its employees, for meals, lodging, apparel and other such items, services and facilities. All amounts so modified shall be rounded off to the nearest five cents. The modified orders shall be promulgated by the commissioner without a public hearing, and without reference to a wage board, and shall become effective on the effective date of such increases in the minimum wage except as otherwise provided in this subdivision, notwithstanding any other provision of this article.

4. Notwithstanding subdivisions one, one-a[~~7~~, ~~one-b~~] and two of this section, the wage for an employee who is a food service worker receiving tips shall be a cash wage of at least two-thirds of the minimum wage rates set forth in subdivision one of this section, rounded to the nearest five cents or seven dollars and fifty cents, whichever is higher, provided that the tips of such an employee, when added to such cash wage, are equal to or exceed the minimum wage in effect pursuant to subdivisions one[~~7~~] and one-a[~~7~~, ~~and one-b~~] of this section and provided further that no other cash wage is established pursuant to section six hundred fifty-three of this article.

5. Notwithstanding subdivisions one, one-a[~~7~~, ~~one-b~~] and two of this section, meal and lodging allowances for a food service worker receiving a cash wage pursuant to subdivision four of this section shall not increase more than two-thirds of the increase required by subdivision two of this section as applied to state wage orders in effect pursuant to subdivisions one[~~7~~] and one-a[~~7~~, ~~and one-b~~] of this section.

§ 4. This act shall take effect immediately.