

STATE OF NEW YORK

3952

2025-2026 Regular Sessions

IN SENATE

January 31, 2025

Introduced by Sen. RAMOS -- read twice and ordered printed, and when printed to be committed to the Committee on Labor

AN ACT to amend the labor law, in relation to establishing local wage enforcement authority in the city of New York and authorizing the city of New York to establish a minimum wage that is higher than the state-wide minimum wage

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

1 Section 1. Section 665 of the labor law is renumbered section 669 and
2 two new sections 665 and 666 are added to read as follows:

3 § 665. Local wage enforcement authority. A city with a population of
4 one million or more, acting through its comptroller, may enforce and
5 investigate violations of the state minimum wage, other state wage
6 requirements established pursuant to this article, and any other local
7 law, ordinance, or regulation requiring payment of a minimum wage or
8 compensation, or establishing a labor standard for work performed within
9 the city's geographic boundaries. The comptroller shall be empowered to
10 adopt further enforcement provisions, remedies, penalties, and other
11 implementing regulations. Provided, however, the commissioner of consum-
12 er and worker protection of such a city or any successor to such office
13 may also enforce and investigate violations of the state minimum wage
14 and other state wage requirements established pursuant to this article
15 in the course of enforcing other laws that such commissioner is charged
16 with enforcing and may order any authorized remedies or penalties.
17 Provided, further, nothing in this section shall limit the authority of
18 the department of labor or any other government agency to enforce the
19 state minimum wage and other state wage requirements established pursu-
20 ant to this article or any other law within the geographic boundaries of
21 a city with a population of one million or more or elsewhere.

22 § 666. Local wage regulation authority. A city with a population of
23 one million or more may enact local laws, ordinances or regulations

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

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1 requiring payment of a minimum wage or compensation at a rate or rates
2 higher than those required under this article for work performed within
3 the city's geographic boundaries, including for employees in specific
4 occupations or industries and for persons who are not subject to the
5 state minimum wage.

6 § 2. This act shall take effect immediately.