



## NEW YORK STATE 2024-2025 BUDGET: UPDATES TO EMPLOYMENT LAW

On April 20, 2024, Governor Hochul signed into law the new annual budget for New York State. This budget promulgated important changes for New York employers.

### **Paid Prenatal Leave**

Effective as of January 1, 2025, every New York employer will be required to provide pregnant employees with up to twenty (20) hours of paid prenatal leave during any 52-week period. Prenatal leave may be taken for “health care services received by an employee during their pregnancy or related to such pregnancy, including physical examinations, medical procedures, monitoring and testing, and discussions with a health care provider related to pregnancy.” Prenatal leave may be taken in hourly increments and must be paid at an employee’s regular rate of pay. This leave is separate and apart from paid sick leave or another PTO to which an employee may be entitled.

### **Paid Nursing Leave**

Effective as of June 19, 2024, employers are required to provide 30-minutes of paid break time for employees to express breast milk during the workday. Employees may also use existing paid break time or meal breaks for this purpose for time in excess of thirty minutes. Employees are eligible for paid nursing time for up to three years following the birth of a child.

### **Upcoming End to Paid Leave for COVID-19**

Effective July 31, 2025, the COVID-19 Paid Leave requirement will officially sunset and come to an end. However, employers will still be required to provide paid COVID-19 leave to eligible employees until July 31, 2025.

Please feel free to contact us with any questions regarding any of the above changes, or if we can assist with any other employment-related issues.

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