

insights

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Howard Lavin Shares Insights on 2025 New York Employment Law Trends

Thompson Coburn partner [Howard Lavin](#) wrote an article in Crain's New York Business outlining key labor and employment law changes affecting New York employers in 2025. Recent and upcoming developments covered include paid leave for prenatal care, a minimum wage increase, the Clean Slate Act, paid family leave, and overtime eligibility thresholds.

Regarding paid leave for prenatal care, he emphasized that all New York State employers must provide employees with 20 hours of this paid leave per 52-week period, effective January 1, 2025. "The 20 hours of paid prenatal leave is on top of up to 56 hours of paid sick leave New York employers already are required to provide to qualified employees."

He also noted there will likely be shifts at the federal level under the new administration in D.C. "In the nationwide context, we likely will see changes at the National Labor Relations Board (NLRB), such as reversing "quickie" union elections," he wrote. He also predicted a return of the regulation of restrictive covenants to states and cities.

[Click here](#) to read the full article.

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