

Labor, Department of

Mission

The Department of Labor (DOL) connects job seekers to careers, assists the unemployed, partners with businesses to help them compete, and protects workers and the public. Specifically, DOL administers New York's Unemployment Insurance, Workforce Development, and Worker Protection programs. It also enforces safety and health regulations in the public sector, State labor laws, and Federal statutes related to working conditions, wages and hours, and laws related to public works. DOL is a primary advocate for job creation and economic growth through workforce development and serves as the State's principal source for labor market information, offering a variety of services designed to help businesses find workers, and people find jobs.

Organization and Staffing

DOL's central office, located in Albany, is responsible for the Unemployment Insurance Telephone Claims Centers and One-Stop Career Centers located throughout the State. In addition, DOL enforces child labor laws, fosters workplace health and safety, and ensures that employees are paid in accordance with provisions of the Labor Law through statewide district offices staffed based upon geographic workload.

Budget Highlights

The FY 2025 Executive Budget recommends \$7.3 billion for the Department, a \$100 million increase from FY 2024 attributable to the expanded work of the Office of Just Transition and increases in anticipated Federal grant awards.

The FY 2025 Executive Budget recommends a workforce of 2,817 FTEs for DOL, flat from FY 2024 workforce levels.

Major Executive Budget actions include:

- **\$25 million for Expanded Work of the Office of Just Transition.** The Executive Budget includes additional funding to support legislation enacted in the FY 2024 Budget to fund programs under the Office of Just Transition for workforce training and retraining to prepare workers for employment in the renewable energy field.
- **Require Paid Breaks for Breast Milk Expression in the Workplace.** Legislation submitted with the Budget would require all break time up to 20 minutes for breast milk expression to be paid.
- **Expand Recovery Tools for Stolen Wages.** Legislation submitted with the Budget would enable DOL to exercise additional enforcement powers if an employer has violated wage payment provisions. Seizure of assets could be used to satisfy debt owed to employees.
- **Limit Liquidated Damages in Certain Frequency of Pay Violations.** Legislation submitted with the Budget limits plaintiffs' recovery of liquidated damages for violations of the frequency of payment provisions in the Labor Law where employees were paid regularly on at least a semi-monthly basis.
- **Sunset the State's COVID-19 Sick Law.** The Executive Budget would sunset this law because its applicability to new employers is unclear and quarantine requirements have changed.

For more information on this agency's budget recommendations located in the Executive Budget Briefing Book, click on the following link:

[Briefing Book – Human Services \(PDF\)](#)

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Program Highlights

Employment and Workforce Solutions

As the designated administrative entity overseeing the Workforce Innovation and Opportunity Act (WIOA) Title I programs, DOL offers a comprehensive set of employment and reemployment services to employers and job seekers. DOL oversees a network of locally operated Career Centers, which provide a single point through which job seekers and businesses can access such services. These services include employment, reemployment, training and retraining services for workers, employers, job seekers, dislocated workers, youth, and veterans. DOL also provides implementation and oversight of the National Apprenticeship Act, facilitating

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the development and registration of apprenticeship training programs.

Unemployment Insurance

Weekly income is provided to eligible workers who lose their job through no fault of their own to offset the loss of income while they seek employment. Quarterly payroll contributions are made by employers at a rate partially dependent on how frequently an employer's workers access the insurance benefits.

Worker Protection

The Labor Standards Division enforces the New York State Labor Law concerning the minimum wage, child labor, industrial homework, the apparel industry, domestic workers, and seasonal farm labor. The Occupational Safety and Health Division protects private and public employees and the public from hazards arising from employment that are not covered by Federal standards. Protections include issuing licenses and certifications for certain occupations, enforcing asbestos rules and regulations, inspecting specific industries' equipment, health and safety training for workers in the mining industry, performing mold inspections, and providing guidance to private employers to help them comply with Federal safety and health standards. The Bureau of Public Work enforces the labor laws concerning prevailing wage and supplements related to worker protection statutes, including public construction and building service contracts involving State or local governmental entities and Wicks Law.

Division of Immigrant Policies and Affairs

The Division of Immigrant Policies and Affairs ensures that DOL is accessible to immigrant workers and responsive to their needs. The Division conducts outreach to community groups, legislators, non-governmental organizations, and employers and workers to inform them of available services. It also conducts analyses of DOL policies, procedures and materials to maintain accessibility for immigrants.

Research and Statistics

Economists and analysts provide data on the labor market including economic conditions, labor supply, and wages. Research & Statistics is also the lead division in the New York State Data Center (NYSDC) Affiliate program, providing the most comprehensive economic and demographic data for New York State to the U.S. Census Bureau.

**ALL FUNDS
APPROPRIATIONS
(dollars)**

<u>Category</u>	<u>Available FY 2024</u>	<u>Appropriations Recommended FY 2025</u>	<u>Change From FY 2024</u>	<u>Reappropriations Recommended FY 2025</u>
State Operations	983,861,000	996,207,000	12,346,000	2,745,982,000
Aid To Localities	6,287,927,000	6,281,024,000	(6,903,000)	6,576,151,000
Total	7,271,788,000	7,277,231,000	5,443,000	9,322,133,000

**ALL FUND TYPES
PROJECTED LEVELS OF EMPLOYMENT BY PROGRAM
FILLED ANNUAL SALARIED POSITIONS**

<u>Program</u>	<u>FY 2024 Estimated FTEs 03/31/24</u>	<u>FY 2025 Estimated FTEs 03/31/25</u>	<u>FTE Change</u>
Administration			
General Fund	1	1	0
Special Revenue Funds - Federal	2,321	2,321	0
Internal Service Funds	16	16	0
Employment and Training			
Special Revenue Funds - Other	39	39	0
Labor Standards			
Special Revenue Funds - Other	137	137	0
Occupational Safety and Health			

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Special Revenue Funds - Other	303	303	0
Total	2,817	2,817	0

**STATE OPERATIONS
ALL FUNDS FINANCIAL REQUIREMENTS BY FUND TYPE
APPROPRIATIONS
(dollars)**

Fund Type	Available FY 2024	Recommended FY 2025	Change
Enterprise Funds	250,000,000	250,000,000	0
General Fund	1,287,000	3,787,000	2,500,000
Internal Service Funds	5,340,000	5,340,000	0
Special Revenue Funds - Federal	628,603,000	638,449,000	9,846,000
Special Revenue Funds - Other	98,631,000	98,631,000	0
Total	983,861,000	996,207,000	12,346,000

**STATE OPERATIONS
ALL FUNDS FINANCIAL REQUIREMENTS BY PROGRAM
APPROPRIATIONS
(dollars)**

Program	Available FY 2024	Recommended FY 2025	Change
Administration			
General Fund	287,000	287,000	0
Internal Service Funds	5,340,000	5,340,000	0
Special Revenue Funds - Federal	540,460,000	549,066,000	8,606,000
Employment and Training			
General Fund	1,000,000	3,500,000	2,500,000
Special Revenue Funds - Federal	88,143,000	89,383,000	1,240,000
Special Revenue Funds - Other	5,120,000	5,120,000	0
Labor Standards			
Special Revenue Funds - Other	43,877,000	43,877,000	0
Occupational Safety and Health			
Special Revenue Funds - Other	49,634,000	49,634,000	0
Unemployment Insurance Benefit Fund			
Enterprise Funds	250,000,000	250,000,000	0
Total	983,861,000	996,207,000	12,346,000

**STATE OPERATIONS - GENERAL FUND
SUMMARY OF PERSONAL SERVICE APPROPRIATIONS AND CHANGES
FY 2025 RECOMMENDED
(dollars)**

Program	Total		Personal Service Regular (Annual Salaried)	
	Amount	Change	Amount	Change
Administration	87,000	0	87,000	0
Employment and Training	3,250,000	2,500,000	3,220,000	2,506,000
Total	3,337,000	2,500,000	3,307,000	2,506,000

Program	Temporary Service (Nonannual Salaried)		Holiday/Overtime Pay	
	Amount	Change	Amount	Change
Employment and Training	15,000	(3,000)	15,000	(3,000)
Total	15,000	(3,000)	15,000	(3,000)

**STATE OPERATIONS - GENERAL FUND
SUMMARY OF NONPERSONAL SERVICE AND MAINTENANCE UNDISTRIBUTED
APPROPRIATIONS AND CHANGES
FY 2025 RECOMMENDED
(dollars)**

Program	Total		Supplies and Materials	
	Amount	Change	Amount	Change
Administration	200,000	0	0	0
Employment and Training	250,000	0	238,000	233,000
Total	450,000	0	238,000	233,000

Program	Travel		Contractual Services	
	Amount	Change	Amount	Change
Administration	0	0	200,000	0
Employment and Training	5,000	4,000	1,000	(235,000)
Total	5,000	4,000	201,000	(235,000)

Program	Equipment	
	Amount	Change
Employment and Training	6,000	(2,000)
Total	6,000	(2,000)

**STATE OPERATIONS - OTHER THAN GENERAL FUND
SUMMARY OF APPROPRIATIONS AND CHANGES
FY 2025 RECOMMENDED
(dollars)**

Program	Total		Personal Service	
	Amount	Change	Amount	Change
Administration	554,406,000	8,606,000	211,191,000	22,324,000
Employment and Training	94,503,000	1,240,000	29,385,000	2,047,000
Labor Standards	43,877,000	0	22,799,000	2,000
Occupational Safety and Health	49,634,000	0	21,389,000	1,000
Unemployment Insurance Benefit Fund	250,000,000	0	0	0
Total	992,420,000	9,846,000	284,764,000	24,374,000

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Program	Nonpersonal Service	
	Amount	Change
Administration	343,215,000	(13,718,000)
Employment and Training	65,118,000	(807,000)
Labor Standards	21,078,000	(2,000)
Occupational Safety and Health	28,245,000	(1,000)
Unemployment Insurance Benefit Fund	250,000,000	0
Total	707,656,000	(14,528,000)

**AID TO LOCALITIES
ALL FUNDS FINANCIAL REQUIREMENTS BY FUND TYPE
APPROPRIATIONS
(dollars)**

Fund Type	Available FY 2024	Recommended FY 2025	Change
Enterprise Funds	6,000,000,000	6,002,000,000	2,000,000
General Fund	23,950,000	22,500,000	(1,450,000)
Special Revenue Funds - Federal	263,558,000	256,105,000	(7,453,000)
Special Revenue Funds - Other	419,000	419,000	0
Total	6,287,927,000	6,281,024,000	(6,903,000)

**AID TO LOCALITIES
ALL FUNDS FINANCIAL REQUIREMENTS BY PROGRAM
APPROPRIATIONS
(dollars)**

Program	Available FY 2024	Recommended FY 2025	Change
Administration			
Special Revenue Funds - Federal	15,000,000	15,000,000	0
Employment and Training			
General Fund	23,950,000	22,500,000	(1,450,000)
Special Revenue Funds - Federal	222,058,000	214,605,000	(7,453,000)
Occupational Safety and Health			
Special Revenue Funds - Other	419,000	419,000	0
Unemployment Insurance Benefit Fund			
Enterprise Funds	6,000,000,000	6,002,000,000	2,000,000
Special Revenue Funds - Federal	26,500,000	26,500,000	0
Total	6,287,927,000	6,281,024,000	(6,903,000)

Note: Most recent estimates as of 01/16/2024