



STATE OF NEW YORK
EXECUTIVE CHAMBER
ALBANY 12224

VETO # 153

December 19, 2025

TO THE SENATE:

I am returning herewith, without my approval, the following bill:

Senate Bill Number 7388, entitled:

“AN ACT to amend the labor law, in relation to enacting the "remedial construction of New York labor law act"”

NOT APPROVED

The bill would direct courts to interpret the Labor Law in favor of workers.

I am a champion of New York's workers and have consistently prioritized creating good jobs, supporting unions, increasing safety, and providing financial relief for working New Yorkers. New York's Labor Law is carefully constructed to balance the interests of employers and employees, to ensure that New York's workers are protected, businesses are protected from unfair competition, and our state continues to prosper. To the extent that the Legislature has concerns that specific provisions of the Labor Law are being misinterpreted or need to be changed to better protect workers, we should together review and amend such provisions, rather than enact a vague and sweeping statutory mandate as this bill contemplates, putting a thumb on the scale in the context of disputes.

Therefore, I am constrained to veto this bill.

The bill is disapproved.

Ruth Hochul