

# BUSINESS IN 2025

## WEEKLY WEBINAR SERIES



# Your Host



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# Today's Agenda

**Kerry Langan – (12:00 p.m.)**

- Welcome and Agenda

**Jason Kaufman – (12 – 12:10 p.m.)**

- New York City: Expanded Scheduling and Workplace Protections for Service and Delivery Workers

**Samuel Wiles – (12:10 – 12:20 p.m.)**

- New York City's New Pay Equity Reporting Law

**Lyndon Hall – (12:20 – 12:30 p.m.)**

- New York State's MWBE Program: New Updates and Continuing Complexities

**Kerry Langan – (12:30 p.m.)**

- Questions / Wrap Up

# New York City: Expanded Scheduling and Workplace Protections for Service and Delivery Workers



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# New York City's New Pay Equity Reporting Law



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# New York State's MWBE Program: New Updates and Continuing Complexities



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# Legislative Background

## **Legislative Update**

- New York State passed legislation on May 9, 2025, modifying the MWBE program.

## **Program Continuity**

- Eligibility criteria and core requirements remain unchanged for MWBE certification.

## **Support for Businesses**

- The legislation aims to continue supporting minority and women-owned businesses.

# General Requirements

- **Majority Ownership**
  - Minority or women owners must have real, substantial, and continuing majority ownership of the business.
- **Active Operational Involvement**
  - Owners must be actively involved in daily operations and decision-making with relevant industry experience.
- **Control Over Management**
  - Individuals must control business management and negotiations to genuinely lead the enterprise.
- **Business Independence**
  - Must operate without heavy reliance on other entities.



# Limitations to MWBE Certifications

- **Personal Net Worth Cap**
  - Minority or women owners must have personal net worth below \$15 million, adjusted for inflation.
- **Small Enterprise Size**
  - Businesses must have no more than 300 employees averaged over the last four quarters.
- **Operational Duration**
  - Businesses must be operational for at least one year to qualify for certification.
- **New York State Authorization**
  - Business must be authorized and actively conducting operations within New York State.

# Key Updates

## **Program Extension**

- The MWBE program is extended through July 1, 2028, supporting certified businesses longer.

## **Threshold Increase**

- Purchasing threshold raised from \$750,000 to \$1,500,000 for state agency procurements.

## **Streamlined Procurement**

- Higher threshold allows purchases without formal bidding, simplifying procurement process.

## **Opportunities for MWBEs**

- Changes create more chances for MWBE vendors to secure state contracts.

# Key Updates Cont'd

## **Annual Reporting Requirements**

- State agencies must submit detailed annual reports on MWBE contracts and participation rates.

## **Policy Study Commissioning**

- Director commissions an independent study to improve MWBE program effectiveness by 2027.

## **Transparency and Stakeholder Engagement**

- Study results will be publicly available to ensure transparency and engage stakeholders.

# Maintaining Certification

## **Complex Program Navigation**

- MWBE program has consistent core rules but complex application requirements for businesses.

## **Stay Informed on Updates**

- Annual updates or recertification may be required.

## **Proactive Monitoring**

- Continuous monitoring helps ensure compliance and timely responses to program developments.

# Questions



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### **Sexual Harassment Prevention Training**

To combat harassment in the workplace, every New York State employer must provide harassment prevention training for all employees annually.

For more information on Bond's online sexual harassment training [click here](#) or email [bondonline@bsk.com](mailto:bondonline@bsk.com)

# Thank You

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