

EMPLOYMENT AND WORK IN NEW YORK STATE

Empire State Poll, Spring 2025



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EXECUTIVE SUMMARY

A statewide poll by the Center for Applied Research on Work at Cornell's Industrial Labor Relations School highlights the concern New Yorkers have over cost of living, with 68.3% of respondents saying that cost of living was the single most important issue facing their household. Respondents also stated that cost of living was the most important issue facing New York State (NYS) as a whole, with nearly 30% of all respondents placing it as the top issue for the state, with immigration, taxes, crime, and housing as the top five issues reported statewide. The poll found broad support for an increased minimum wage in New York State, a four-day work week, positive opinions about unions, and support for legislation increasing a variety of worker protections. Findings also show sizable groups of respondents that struggle with caregiving responsibilities and discrimination and sexual harassment in the workplace.

The poll also finds:

- Respondents are pessimistic about the state of the economy but cautiously optimistic about New York State's future economic outlook.
- Respondents are concerned about climate change with 82.3% expressing some level of concern about how climate change will impact future generations.
- While over 50% of respondents who were employed had access to employer-sponsored health, vision, and dental insurance, access to employer benefits is limited by disparities across race and education.
- Of respondents in the labor market, nearly four times as many respondents hold multiple jobs as compared to the national average.
- Only 36.6% of respondents working for an employer said they were offered predictable schedules by their employers.
- 13.5% of employed respondents reported having no commute or working from home. Almost 80% of respondents who are employed commute an hour or less to their workplace.
- There is a high level of unionization (34.9% of ESP labor force participants who are not self-employed) and high opinion of unions (65.9%), compared to just 12.1% who disapprove.
- The majority of respondents support strengthening employment protections in New York State:
 - ◇ 64.4% significantly support stronger protections for wage theft;
 - ◇ 58.3% significantly support stronger protections against employer retaliation;
 - ◇ 56.5% significantly support stronger protections against workplace discrimination; and
 - ◇ 57% significantly support stronger protections against workplace harassment.
- Caregiving remains a significant barrier to work, with 33.2% saying they provided unpaid caregiving on a regular basis to family and/or friends. Over a quarter of ESP caregivers said that their unpaid caregiving made it difficult to maintain a job (26.9%) and over a third of ESP caregivers (36.3%) reported they had reduced their work hours to accommodate their caregiving responsibilities. For those who decided to spend less time doing paid work because of caregiving, nearly 60% said that their decision was primarily because care was not affordable and another almost 30% said care was difficult to access.
- Over 36% of respondents of color have faced racial/ethnic discrimination on the job.
- 22% of ESP respondents have faced sexual harassment on the job. Harassment was highest among gender non-conforming respondents and women.
- Nearly one-fifth of respondents said they had experienced intimate partner violence or controlling behavior—including over 25% of cisgender women and over 45% of trans and gender-nonconforming respondents—and almost half of those respondents said that it had impacted their ability to work.

INTRODUCTION

The Empire State Poll (ESP) is designed to shed light on the concerns of New York State residents and dive deeply into their experiences with labor and employment. In 2024, the Center for Applied Research on Work (CAROW) at Cornell University's School of Industrial and Labor Relations fielded the ESP to over 2,600 New York State residents (referred to hereafter as "respondents") to find out what they experience in the world of work. The report covers a wide variety of topics related to respondents' opinions and labor and employment experiences. The report is broadly organized by: respondents' top issues and concerns facing their household and New York State; followed by their employment status; details about compensation; their membership and views on unions; caregiving responsibilities; and their experience with discrimination, harassment, and intimate partner violence. The report details information about sample demographics in Appendix 1.

The ESP findings illustrate the lived experience of New York State residents—their concerns, their relationships to work, labor market participation and experience. We hope that this data can serve as a guide to employers, policymakers, legislators and advocates to understand the opportunities and challenges for workers in New York State and address these challenges in 2025 and the years to come.

Methodology

The Empire State Poll (ESP) is an annual survey of labor and employment across New York State conducted by Cornell University's School of Industrial and Labor Relations. The survey was administered online and by phone in English and Spanish. The data were collected by research firm [SSRS](#) between August 14-30, 2024. A total of 2,686 respondents participated in the 2024 poll. The ESP uses a blended sampling design that combines randomly selected respondents from SSRS's probability-based Opinion Panel (n = 1,043) as well as opt-in respondents from their nonprobability panel partner, Dynata (n = 1,643). Respondent recruitment was targeted to ensure a representative sample of NYS residents by age, race, and region across both sample sources. SSRS's [Encipher Hybrid](#) calibration methodology weights each respondent to correct for selection bias based on their sample source. Respondents were further weighted on several key indicators¹ to calibrate results to definitive demographic sources² in order to improve the generalizability of results to the residential adult population of New York State. For more information, see Appendix 2.

Each chart and graph in this report indicates the universe of respondents included in the analysis along with the number of responses, which may vary based questions related to specific subsets of respondents or based on missing data for a respondent (e.g. respondents skipping or refusing a question). Calculations are based on the weighted values unless otherwise stated.

Limitations

The Empire State Poll sample is weighted to be representative of New York State's population in terms of race/ethnicity, age, sex, education, region, and partisan identity. (See Appendix 2 for more detail). However, it does differ from the state population in some ways. For example, this year, the Empire State Poll had a higher proportion of lower- and middle-income respondents than New York State as a whole. Similarly, it also represents a higher number of US-born individuals and underrepresents foreign-born state residents. These variances may be important to keep in mind when interpreting results.

TOP ISSUES AND CONCERNS

To understand current concerns, the ESP asked respondents to share their opinions on the biggest issue currently facing (1) New York State as a whole and (2) their own households.

Over Two-Thirds Say Top Concern for Households is Cost of Living

When asked about the most important issue facing their household, respondents said their most pressing issue is cost of living and inflation. More than two out of every three respondents (68.3%) cited this concern as their most important one. This was a slight increase from the previous year’s findings where 65.4% of respondents selected cost of living including inflation as their most important issue.³ Housing was second (11.3%), though it is possible that some respondents may have considered “cost of living” to include housing costs. Health care costs were the next largest concern (8.1%).

Disaggregating the data by (combined⁴) NYS Labor Market Region (LMR), shows that respondents living in Long Island were the most likely to report struggling with health care costs (13.3%), while residents of New York City (15.5%) were the most likely to experience challenges with housing affordability and availability. Concern with employment was also highest for NYC respondents (8.9%). Across the state, respondents living in the Central New York and Southern Tier regions were the most likely to state that transportation is the top issue facing their households (4.1%).

In your opinion, what do you think is the single most important issue facing your household?

by Combined Labor Market Region, Sorted by Statewide (NYS) Importance

Issue	▼ NYS	Capital, Mohawk Valley, North Country	Central New York & Southern Tier	Finger Lakes & Western New York	Long Island	Mid-Hudson (Hudson Valley)	New York City
1 Cost of Living / Inflation	68.3%	70.8%	73.9%	75.8%	74.7%	69.2%	61.8%
2 Housing (Affordability / Availability)	11.3%	9.7%	9.3%	6.5%	6.8%	9.8%	15.5%
3 Health Care Costs	8.1%	7.1%	7.1%	7.4%	13.3%	8.7%	7.7%
4 Employment	6.0%	3.9%	2.7%	4.5%	1.6%	5.2%	8.9%
5 Don't Know	3.3%	4.2%	2.9%	3.4%	1.1%	4.9%	2.9%
6 Transportation	1.8%	3.2%	4.1%	2.0%	0.6%	1.4%	1.3%
7 Child Care	1.3%	1.1%	0.0%	0.4%	1.9%	0.7%	2.0%

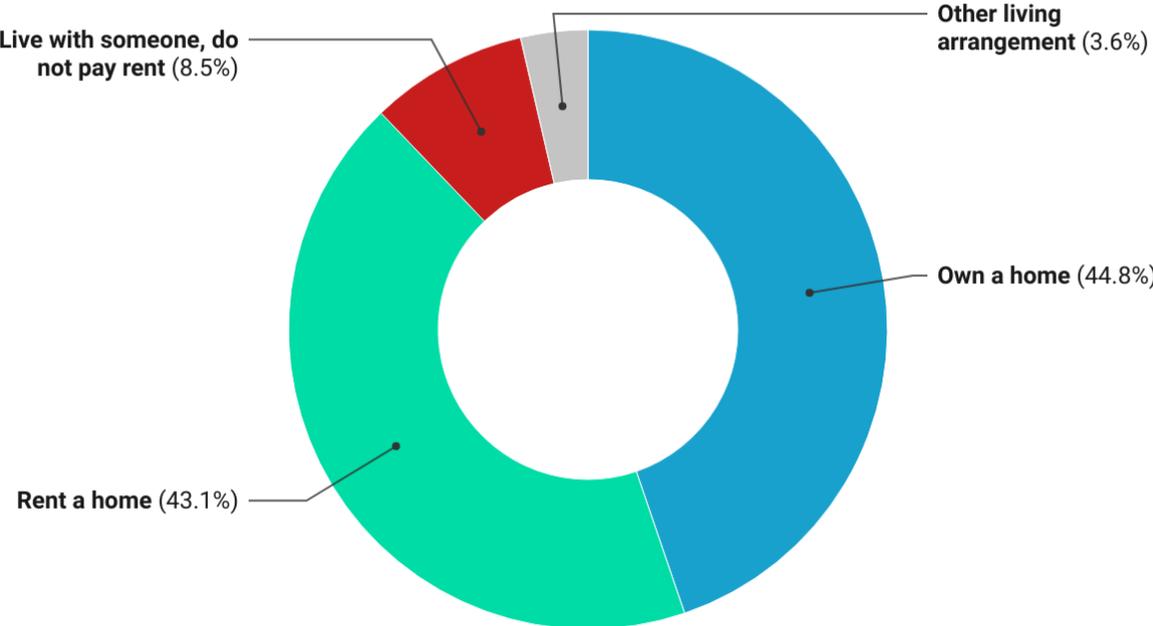
Universe: All ESP respondents [n=2,686 weighted observations]

Table: Buffalo Co-Lab • Source: 2024 Cornell University ILR School Empire State Poll • Created with Datawrapper

Respondents Split Between Renters and Owners

In looking more closely at housing, respondents are split nearly evenly between renters (43.1%) and homeowners (44.8%). Just over 12% reported alternative living arrangements with over 8.5% saying they lived with someone to whom they did not pay rent and another 3.6% saying they had some other living arrangement.

Which one of the following best describes your living arrangement?

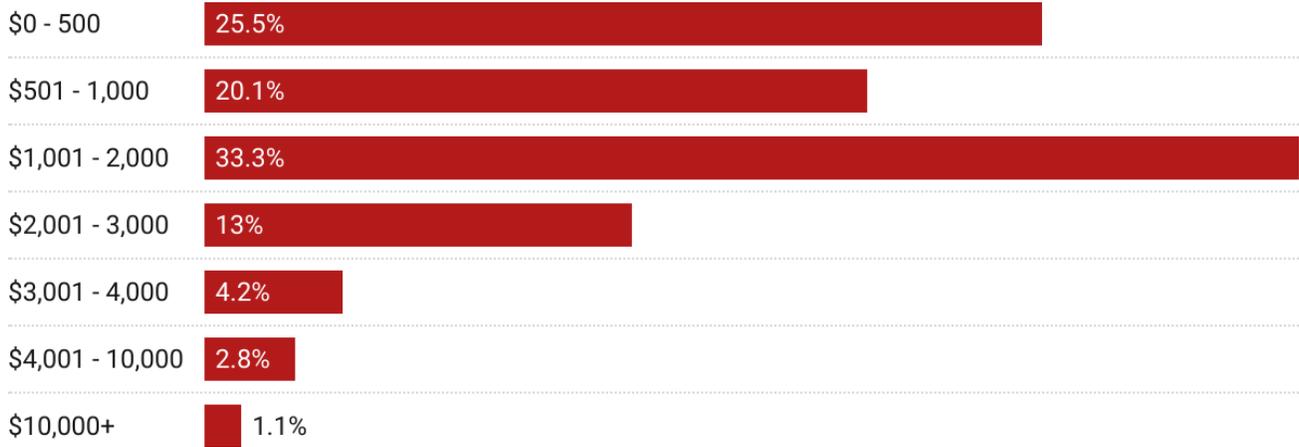


Universe: All ESP respondents [n=2,685 weighted observations]
Chart: CAROW • Source: 2024 Cornell University ILR Empire State Poll • Created with Datawrapper

A Third of Respondents Spend \$1,001-\$2,000 per Month on Housing Costs

Respondents were also asked to provide information about how much they paid per month for housing costs. When respondents provided information regarding housing costs, a third of respondents (33.3%) said that they spent \$1,001-\$2,000 per month, with 45.6% spending less than that amount and one-fifth of respondents spending more than that amount (21.1%). When looking at respondents who rent versus own, a larger portion of respondents who owned their home spent less than a thousand dollars a month on rent (44.1%) than renters (38.6%) and more renters paid between \$1,001-\$2,000 (40.4%) than owners (30.5%). The differences between upstate and downstate respondents were larger, with 28.1% of downstate respondents paying \$1,000 or less on housing compared to 54.1% of upstate respondents. While the gap narrowed between downstate and upstate for respondents paying between \$1,001-\$2,000 for housing (37.1% versus 33.7%, respectively) there was nearly a 14-percentage point difference in those paying between \$2,001-\$3,000 (with 21.4% of downstate respondents falling into this category compared to 7.5% of upstate residents). While this household data tells us how much respondents paid in housing expenses, it does not parse out living arrangements by household size, housing subsidies, or whether households share finances, which can have different implications on the actual cost of housing shouldered by individuals in New York State.

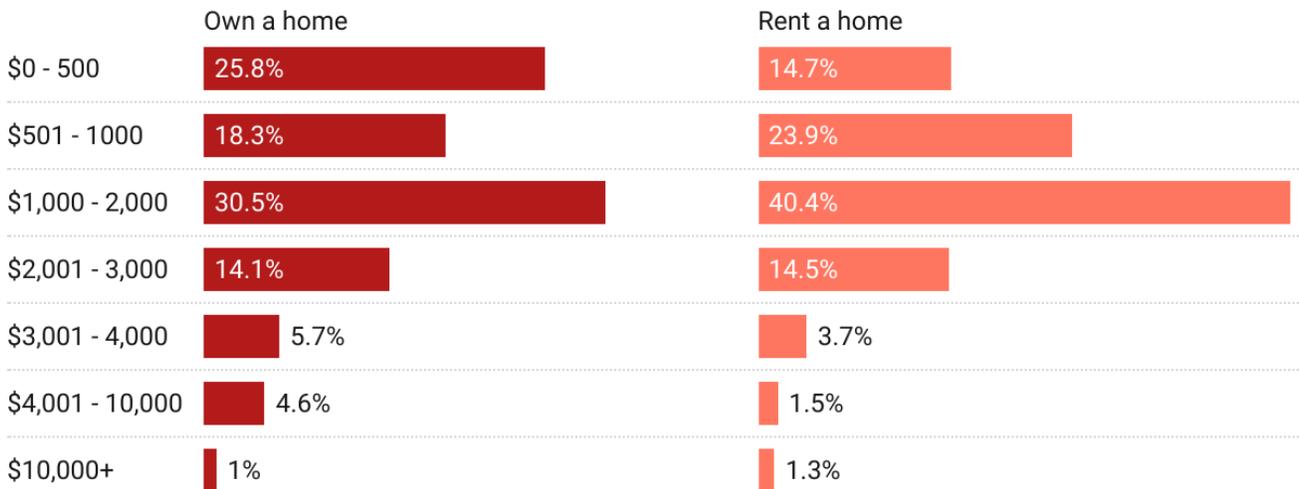
How much do you spend on housing per month including mortgage, rent, maintenance and home owner/renter insurance? (Do not include costs for utilities).



Universe: All ESP respondents [n=2,673 weighted observations]
 Source: 2024 Cornell University ILR Empire State Poll • Created with Datawrapper

How much do you spend on housing per month including mortgage, rent, maintenance and home owner/renter insurance? (Do not include costs for utilities).

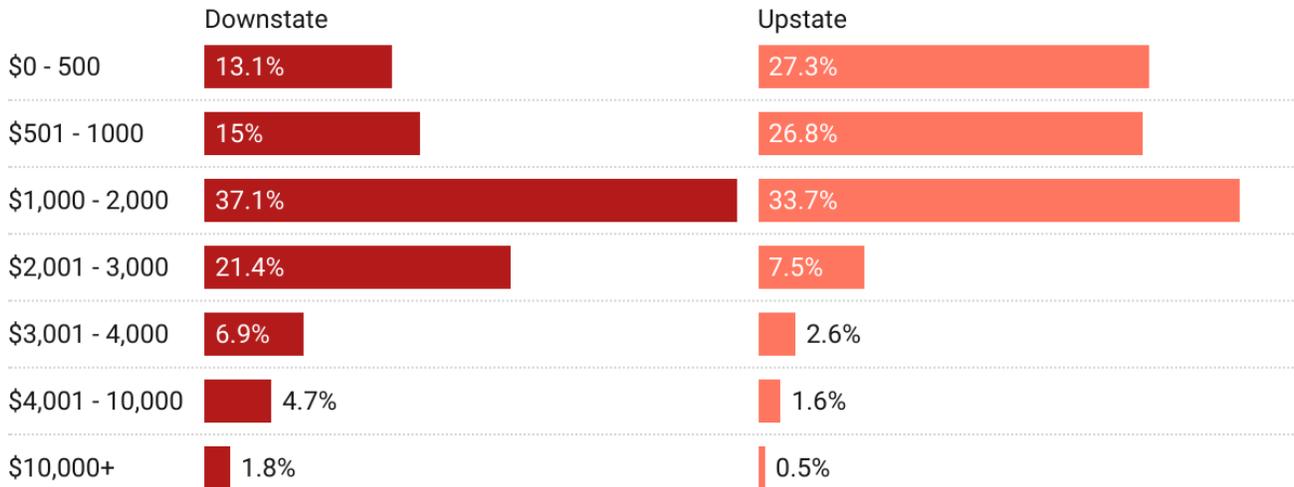
Monthly housing costs between homeowners and renters.



Universe: Respondents who own or rent a home [n=2,348 weighted observations]
 Subsamples: Own a home [n=1,192], Rent a home [n=1,156]
 Chart: CAROW • Source: 2024 Cornell University ILR Empire State Poll • Created with Datawrapper

How much do you spend on housing per month including mortgage, rent, maintenance and home owner/renter insurance? (Do not include costs for utilities).

Monthly housing costs between downstate and upstate New York.



Universe: Respondents who own or rent a home [n=2,348 weighted observations]

Downstate includes residents of New York City and Long Island. [n=1,153 weighted observations]

Upstate includes residents of all other New York State regions. [n=1,195 weighted observations]

Chart: CAROW • Source: 2024 Cornell University ILR Empire State Poll • Created with Datawrapper

Cost of Living Is Also Viewed as the Top Issue Facing New York State

Consistent with their assessment of the biggest issue for their household, when asked about the most important issue facing New York State, respondents' number one issue was cost of living. More than one-quarter of respondents (28.8%) named this issue as the biggest one currently facing NYS. Foreign immigration (11.2%) ranked second; a large increase from the previous year where 7.4% of respondents placed immigration as the most important issue.⁵ Rounding out the top five NYS issues were taxes (9.9%), crime (9.3%), and housing (7.9%). Note that 2024 was an election year, and many of these issues figured prominently in the presidential campaigns.

Broken out by combined LMR, relative to the rest of NYS residents living in the Finger Lakes and Western New York regions were most concerned about taxes (16.1%) and economic inequality (11.1%). Housing was a much larger concern for residents in New York City (10.6%) and the Hudson Valley (9.1%) compared to other locations. Crime, which often tops lists of resident concerns – and was the second most prominent issue for ESP respondents last year (17.8%)⁶ was the second most common issue named by respondents in New York City (12.8%), but made it into the top three issues for only one other region - Capital Mohawk Valley, and North Country - in NYS.

Concern with cost of living was most pronounced among Long Island, Hudson Valley, and Capital region respondents. In all of these areas, more than one-third of respondents named cost of living as their top concern for NYS. Long Island respondents were the most likely to express concern about climate change (5.8%).

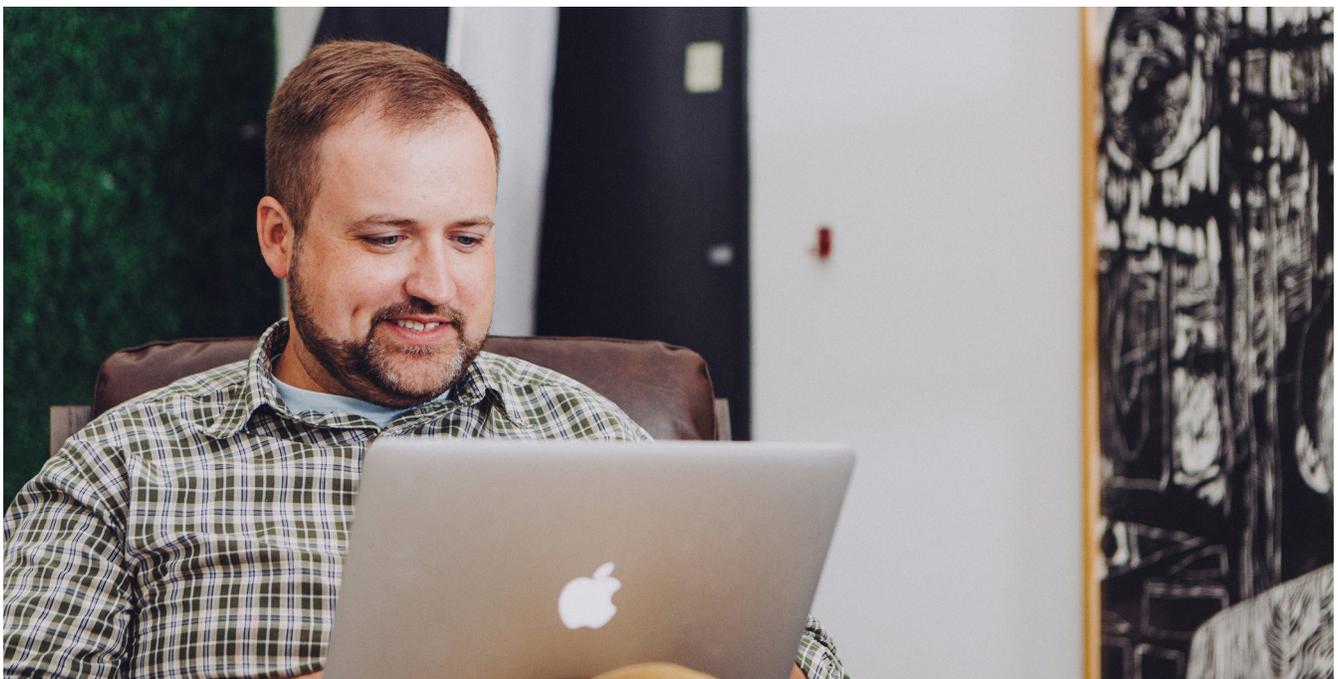
In your opinion, what do you think is the single most important issue facing New York State as a whole?

by Combined Labor Market Region, Sorted by Statewide (NYS) Issue Importance

Issue	▼ NYS	Capital, Mohawk Valley, North Country	Central New York & Southern Tier	Finger Lakes & Western New York	Long Island	Mid-Hudson (Hudson Valley)	New York City
1 Cost of Living	28.8%	35.2%	26.3%	22.1%	37.9%	35.2%	26.5%
2 Foreign Immigration	11.2%	5.5%	10.1%	7.8%	12.3%	18.2%	12.5%
3 Taxes	9.9%	14.5%	14.0%	16.1%	12.6%	11.0%	4.1%
4 Crime	9.3%	7.5%	5.5%	9.3%	4.4%	4.7%	12.8%
5 Housing	7.9%	6.1%	8.6%	4.4%	3.0%	9.1%	10.6%
6 Economic Inequality (Including Poverty)	6.7%	7.3%	7.0%	11.1%	2.6%	1.2%	6.8%
7 Economic Growth / The Economy	5.0%	5.1%	6.8%	3.7%	3.9%	4.2%	5.6%
8 NYS Government (Accountability/Efficiency)	4.2%	4.1%	4.6%	5.5%	6.9%	5.6%	2.6%
9 Public Safety	3.1%	0.9%	1.5%	1.7%	1.5%	0.7%	5.7%
10 Gun Control	2.9%	1.3%	3.4%	4.3%	3.6%	0.9%	3.1%
11 Climate Change	2.6%	2.1%	0.5%	3.6%	5.8%	3.3%	1.9%
12 Drug Abuse	2.5%	3.5%	4.2%	3.0%	2.7%	0.9%	2.1%
13 Education	2.0%	2.2%	0.7%	2.5%	0.2%	1.5%	2.3%
14 Don't Know	1.4%	1.5%	3.0%	1.1%	1.4%	1.6%	1.1%
15 People Leaving NYS	1.1%	2.0%	0.6%	1.0%	0.5%	0.5%	1.2%
16 NYS Budget	1.0%	0.8%	1.4%	1.5%	0.5%	0.7%	0.9%
17 Other	0.4%	0.3%	1.7%	0.8%	0.1%	0.3%	0.0%
18 All of the Above	0.2%	0.0%	0.0%	0.5%	0.0%	0.3%	0.0%
19 Mental Health	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%

Universe: All ESP Respondents n=2,686 weighted observations

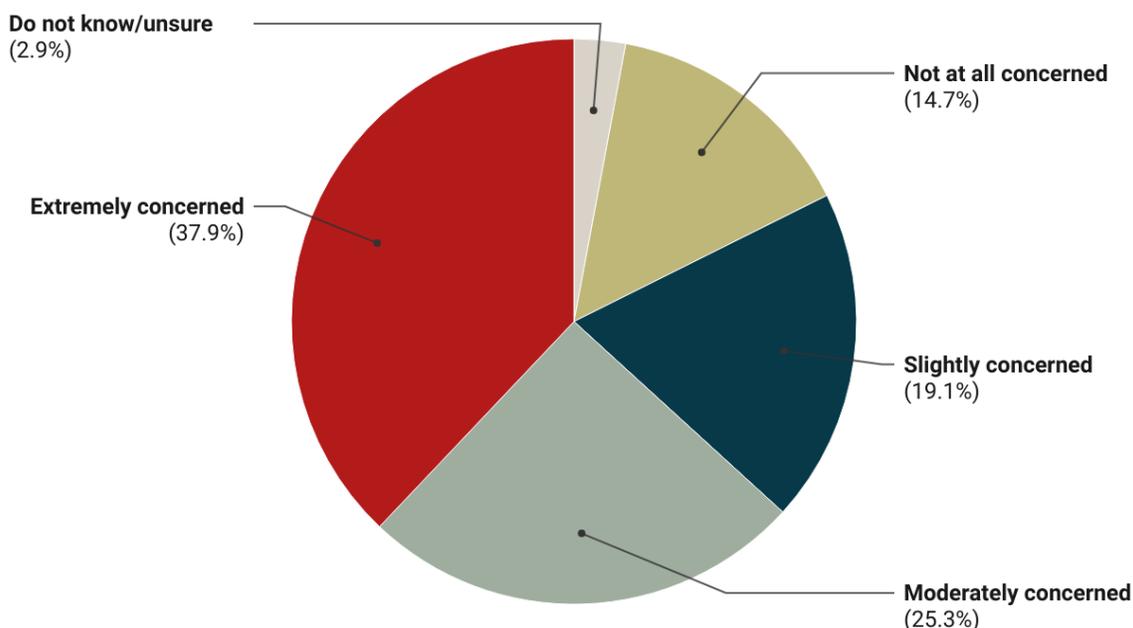
Table: Buffalo Co-Lab • Source: 2024 Cornell University ILR School Empire State Poll • Created with Datawrapper



38% of Respondents Extremely Concerned about Climate Change

The vast majority (82.3%) of respondents expressed concern about how climate change may affect today’s children and future generations, and over a third of respondents, 37.9%, indicated that they were “extremely concerned.” Another quarter (25.3%) of this year’s responses indicated moderate concern.

How concerned are you about how climate change may affect today’s children and future generations?

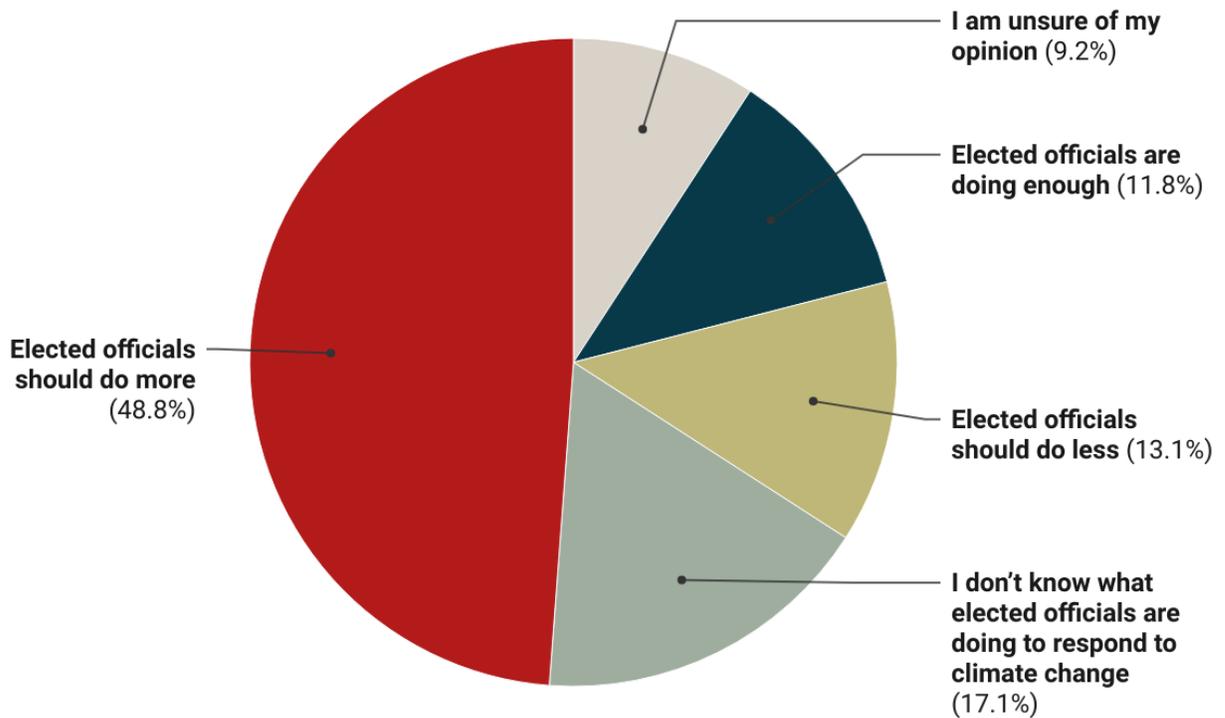


Universe: all 2024 ESP participants [n=2,686 weighted observations]

Chart: Climate Jobs Institute • Source: 2024 Cornell University ILR School Empire State Poll • Created with Datawrapper

When asked how well elected officials are responding to climate change, almost half of responses (48.8%) indicated that elected officials should do more. However, a notable number of respondents—about one in six—selected that they did not know what elected officials are doing to respond to climate change. Based on ranking of the state’s most important issue, location may play a role in how respondents viewed climate change. Long Island residents appeared most likely to select climate change as the state’s most important issue (5.8%), nearly 12 times the rate of Central New York and Southern Tier region (0.5%) respondents that made the same selection. After Long Island, residents in the Finger Lakes and Western New York region (3.6%) and the Mid-Hudson region (3.3%) were most likely to select climate change as the most important issue facing the state.

In your opinion, how well are elected officials responding to climate change?



Universe: all 2024 ESP participants [n=2,685 weighted observations]

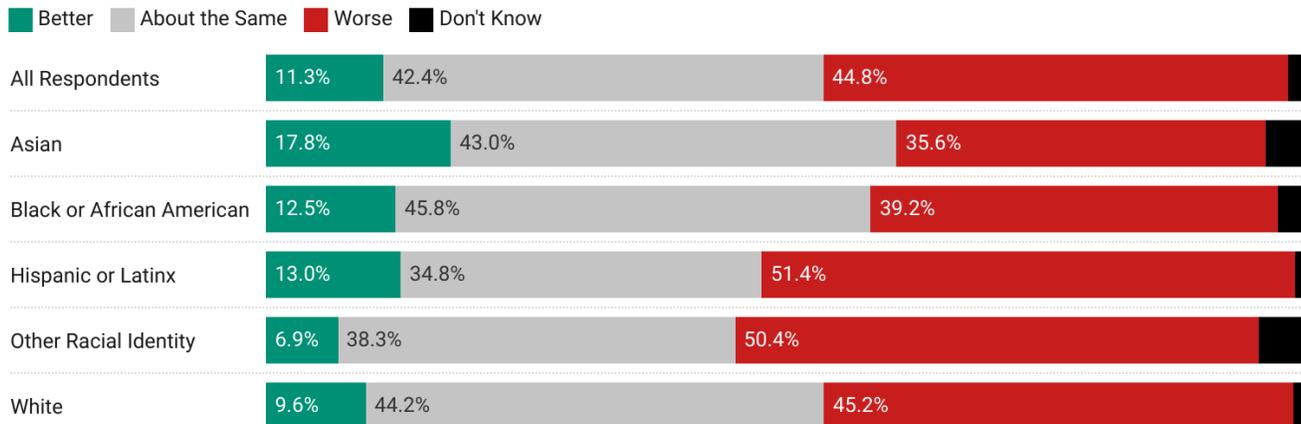
Chart: Climate Jobs Institute • Source: 2024 Cornell University ILR School Empire State Poll • Created with Datawrapper

Household and Economic Financial Outlooks

The ESP asked respondents whether their households were better off, worse off, or the same financially as compared to one year ago, as well as to offer an outlook on their financial future in one year. Similar to the preceding section, respondents were also asked to compare the current state of the NYS economy to where it was one year ago, and their outlook on the state economy one year from now.

Just 11% of Respondents Saw Their Personal Finances Improve Over the Last Year, But Nearly a Quarter Think They'll Improve in the Coming Year.

We are interested in how people are getting along financially these days. Would you say that you (and your household) are better off, worse off, or just about the same financially as you were a year ago?

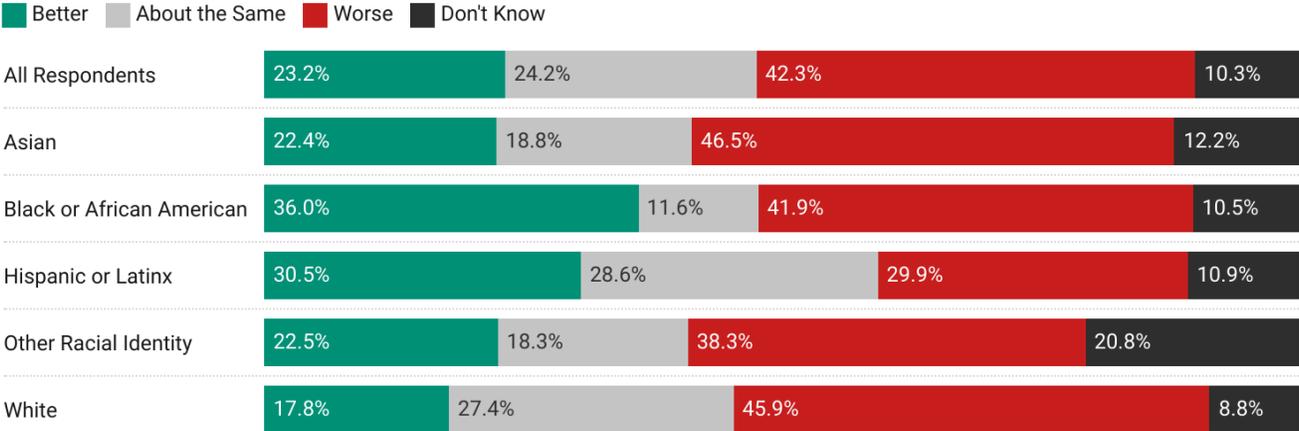


Universe: All ESP respondents with non-missing data [n=2,685 weighted responses]
 Subsamples: Asian [n=245]; Black or African American [n=372]; Hispanic or Latinx [n=474]; Other Racial Identity [n=120]; White [n=1,474]
 Source: 2024 Cornell University ILR School Empire State Poll • Created with Datawrapper

When asked if they are better off, worse off, or the same in terms of household finances compared to last year, 45% of ESP respondents claimed that their household financial status is worse off. Just 11% of respondents said they are better off financially now than they were in 2023. Black or African American respondents were the most likely to claim that they are financially worse off today (40%), and Asian respondents were the most likely to state that they are currently better off (18%) today than they were a year ago.

Largely following the pattern observed at the scale of the statewide economy, respondents were slightly more optimistic about the future: 23% expressed that they are likely to be financially better off next year; however, the plurality (42%) of respondents expect to be worse off. Black or African American respondents were the most optimistic on this measure, with 36% saying they feel they will be better off financially at this time next year. White respondents were the least optimistic, with only 18% of respondents expecting to be better off financially next year, compared to nearly half (46%) who expect to be worse off in 2025.

Now looking ahead, do you think that a year from now you (and your household) will be better off financially, worse off, or just about the same as now?



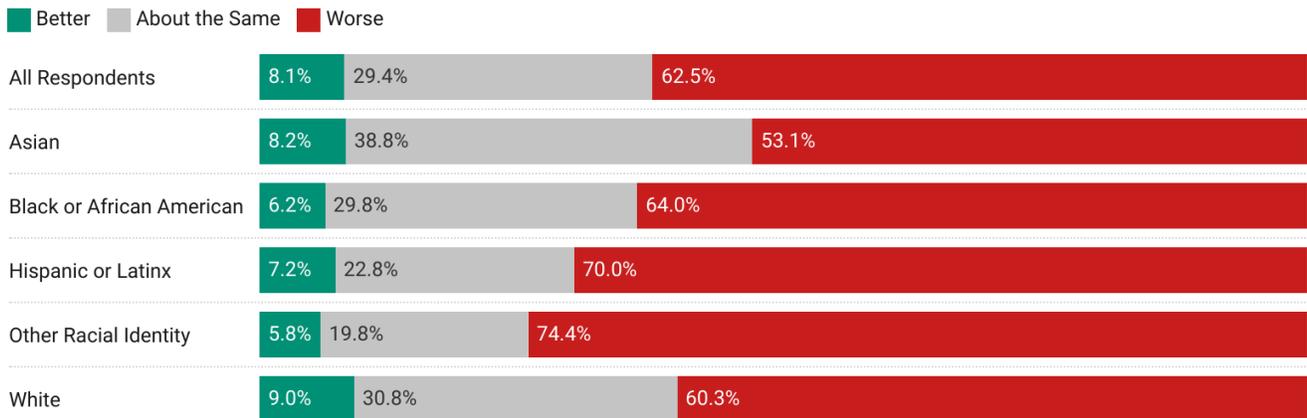
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 Subsamples: Asian [n=245]; Black or African American [n=372]; Hispanic or Latinx [n=474]; Other Racial Identity [n=120]; White [n=1,474]
 Source: 2024 Cornell University ILR School Empire State Poll • Created with Datawrapper



Most See a Recent Decline in the State Economy; Outlook for the Future is Cautiously Optimistic

Overall, there is an overwhelming sentiment that the NYS economy is worse off now than it was one year ago (63%). More than one-quarter of respondents (29%) said the economy is about the same as a year ago, and only 8% of respondents felt that the NYS economy is stronger today than it was last year. This view varied when broken down by race and ethnicity.

Thinking about the economy in New York State as a whole, would you say that over the past year the state’s economy has gotten better, stayed about the same, or gotten worse?



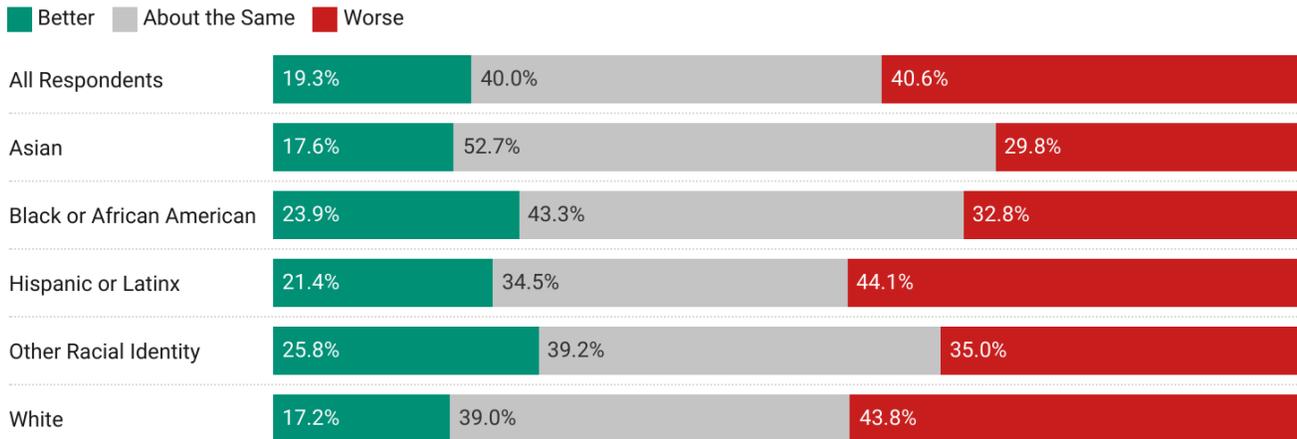
Universe: All ESP respondents [n=2,686 weighted responses]

Subsamples: Asian [n=245]; Black or African American [n=372]; Hispanic or Latinx [n=474]; Other Racial Identity [n=120]; White [n=1,474]

Source: 2024 Cornell University ILR School Empire State Poll • Created with Datawrapper

Looking ahead, respondents were slightly more optimistic about the state of the NYS economy one year from now, but not by much. Namely, just over 19% of ESP participants felt that the economy is headed in the right direction and will be better off next year. Approximately two out of every five respondents (40%) indicated that things are likely to stay the same, whereas the plurality of respondents (41%) said that the NYS economy is headed in the wrong direction. White respondents were the least optimistic, with just 17% indicating that they think the economy will be better off next year – compared to 44% who think the state economy is moving in the wrong direction. Black or African American respondents were arguably the most optimistic, with 24% of respondents saying that the economy is headed in the right direction and is likely to better off next year.

What about the next 12 months? Do you expect the economy in New York State as a whole to get better, stay about the same, or get worse?



Universe: All ESP respondents [n=2,686 weighted responses]

Subsamples: Asian [n=245]; Black or African American [n=372]; Hispanic or Latinx [n=474]; Other Racial Identity [n=120]; White [n=1,474]

Source: 2024 Cornell University ILR School Empire State Poll • Created with Datawrapper

EMPLOYMENT

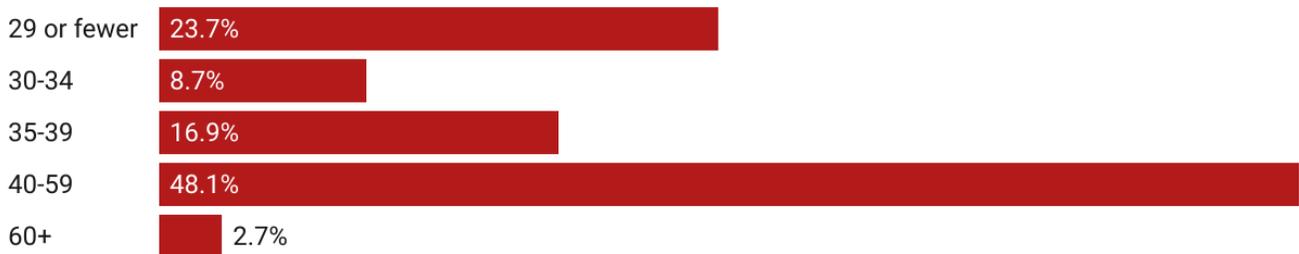
Most Respondents Work 30+ Hour Weeks; Over Half Are Paid Hourly

Employed respondents primarily reported working full time, with three-quarters stating they worked over 30 hours per week (76.3%).⁷ Nearly a fifth of employed respondents were working either over 40 hours per week (18.6%) or under 20 hours per week (17.5%).

Full time and part time employment classifications are important for determining employee access to many benefits and vary by benefit type and jurisdiction. For example, to access Affordable Care Act (ACA) benefits through an employer an employee must work at least 30 hours per week, or 130 hours per month.⁸ Our analysis shows that 23.7% of respondents fell between 0-29 hours (365 observations), and would therefore not meet the 30-hour threshold mandating access to employer sponsored ACA benefits.⁹ Voluntary employer benefits, those offered by employers but not required by statute, typically classify full time as 35-40 hours per week. Just under 10% of respondents fell between 30 and 34 hours.¹⁰

Number of Hours	Weighted Observations	Percent
0-29 hours	365	23.7%
30+ hours	1176	76.3%
30-34 hours	135	8.7%
35-39 hours	259	16.9%

How many hours do you USUALLY work per week at your main job?



Universe: Employed respondents [n=1,540 weighted observations]

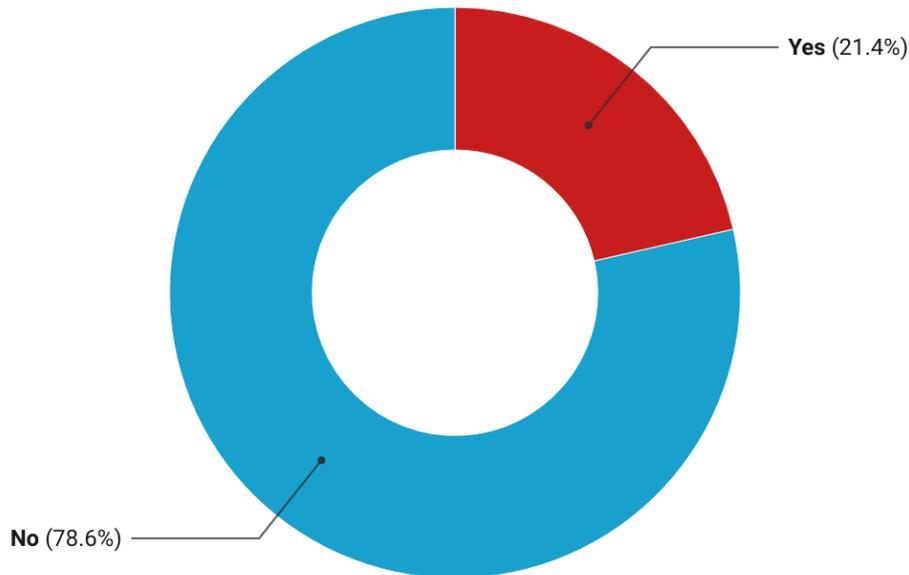
Chart: CAROW • Source: 2024 Cornell University ILR Empire State Poll • Created with Datawrapper

Proportion Working More than One Job Is 4X The National Level¹¹

A sizable share of respondents said they worked multiple jobs. Respondents were asked if they had worked more than one job in the last week and over 14.4% of respondents answered that they had. When restricted to employed respondents,¹² over a fifth of respondents (21.4%) reported working multiple jobs in the past week.¹³



Last week, did you do more than one job or business, including part-time, evening, or weekend work?



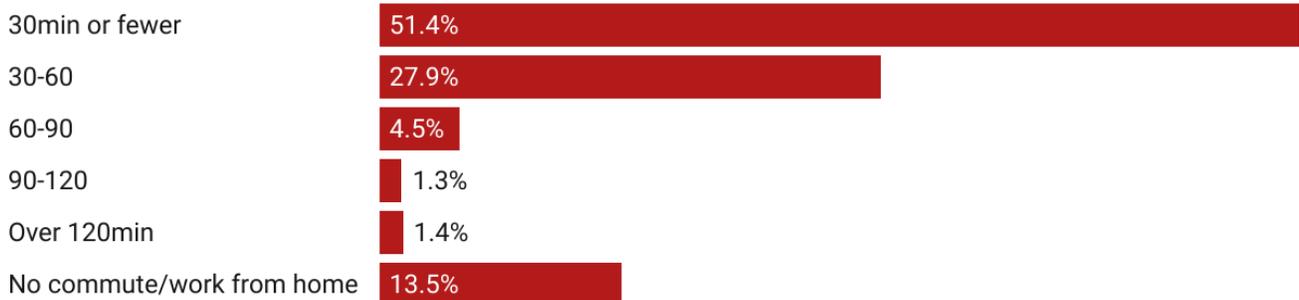
Universe: Employed respondents [n=1,540 weighted observations]

Chart: CAROW • Source: 2024 Cornell University ILR Empire State Poll • Created with Datawrapper

13.5% of Respondents Have No Commute or Work from Home

Almost 80% of respondents who are employed commute an hour or less to their workplace, with a majority of respondents stating their commute was 30 minutes or less. A little over a quarter of respondents in the labor market said their commutes were between 30 minutes and one hour. Longer commutes were a small fraction of respondents, with only 7.2% of respondents having commutes that exceeded an hour one way.

How long is one direction of your commute to work?



Universe: Employed respondents [n=1,540 weighted observations]

Chart: CAROW • Source: 2024 Cornell University ILR Empire State Poll • Created with Datawrapper

New York City was the only region where the largest group of employed respondents had a commute 30 minutes or longer, with 40.5% of respondents living in New York City reporting commutes of 30-60 minutes one way. New York City, Long Island and the Mid-Hudson/Hudson Valley regions had the largest percentages of commutes 60 minutes or longer.

How long is one direction of your commute to work?

Commute Length	Capital, Mohawk Valley, North Country	Central New York & Southern Tier	Finger Lakes & Western New York	Long Island	Mid-Hudson (Hudson Valley)	New York City
1 30min or fewer	67.6%	68.9%	65.4%	60.4%	56.1%	36.7%
2 30-60	12.6%	21.3%	15.1%	20.1%	22.0%	40.5%
3 60-90	0.1%	0.4%	1.8%	4.7%	4.6%	7.2%
4 90-120	0.0%	0.0%	0.6%	0.8%	3.0%	1.7%
5 Over 120min	0.5%	0.0%	0.0%	2.9%	1.6%	1.9%
6 No commute/work from home	19.1%	9.5%	17.1%	11.1%	12.7%	12.0%

Universe: Employed respondents [n=1,540 weighted observations]

Subsamples: Capital, Mohawk Valley, North Country [n=176], Central New York & Southern Tier [n=98], Finger Lakes & Western New York [n=250], Long Island [n=132], Mid-Hudson (Hudson Valley) [n=191], New York City [n=693]

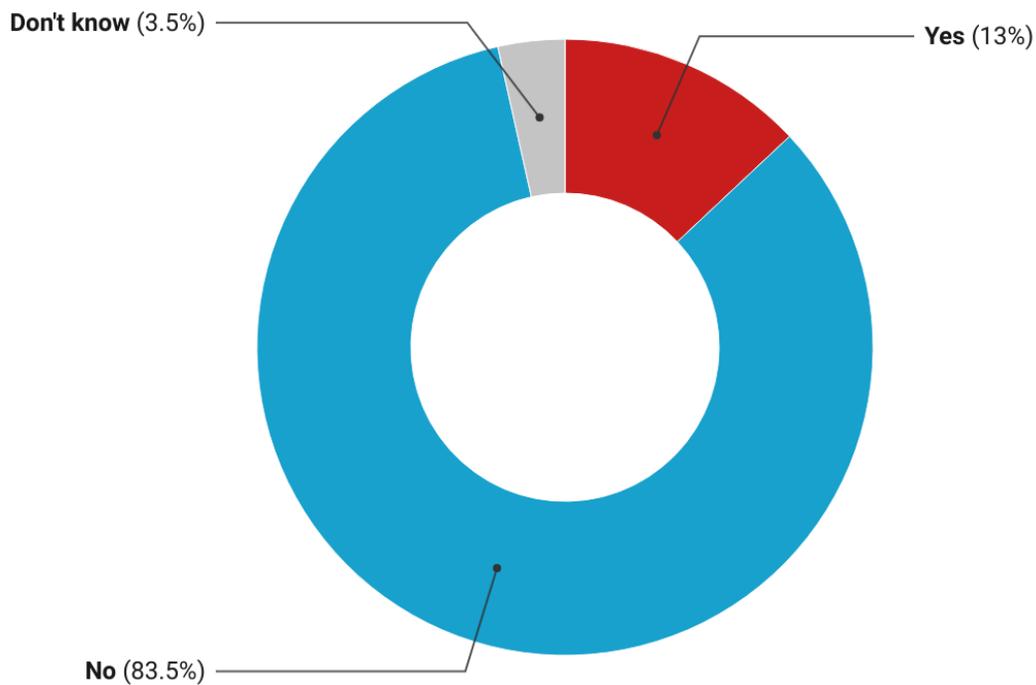
Table: CAROW • Source: 2024 Cornell University ILR School Empire State Poll • Created with Datawrapper



13% of ESP Respondents Are Gig Workers

Over the last decade gigwork, or app-mediated employment, has become more broadly available. To understand the prevalence in New York State the ESP asked respondents if they obtained work or provided services through any website or phone app in the past twelve months. 13% of respondents answered that they had engaged in this type of gigwork.

In the past twelve months, did you obtain work or provide services through any website or phone app?



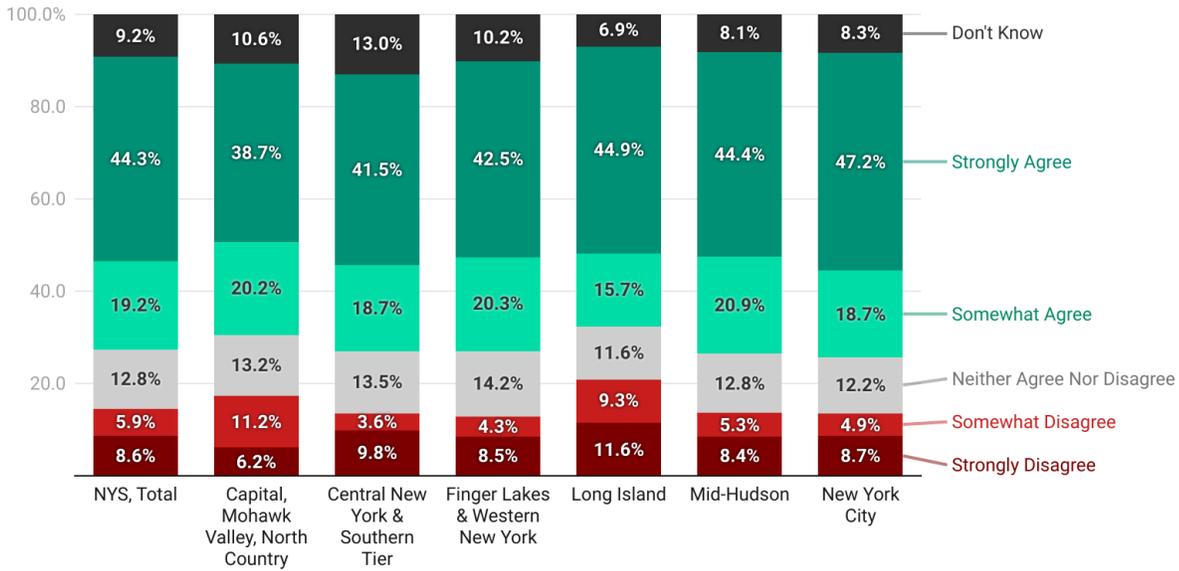
Universe: All ESP respondents [n=2,686 weighted observations]

Chart: CAROW • Source: 2024 Cornell University ILR Empire State Poll • Created with Datawrapper

Strong Support for a Four-Day Work Week

Many employers fall within a standard 5 or more-day workweek. However, for years employers and employees have reflected on what standard work days and hours are appropriate. The ESP wanted to know respondents' views on a four-day work week that did not include a reduction in pay. When asked if they would support the implementation of a four-day work week at their (or their householder's) workplace, with no reduction in pay, roughly 64% of ESP respondents indicated some level of agreement with that policy. The plurality of respondents (44.3%) strongly agreed that they would support a four-day work week at their workplace.¹⁴

I would support the implementation of a four-day work week with no reduction in pay AT MY WORKPLACE

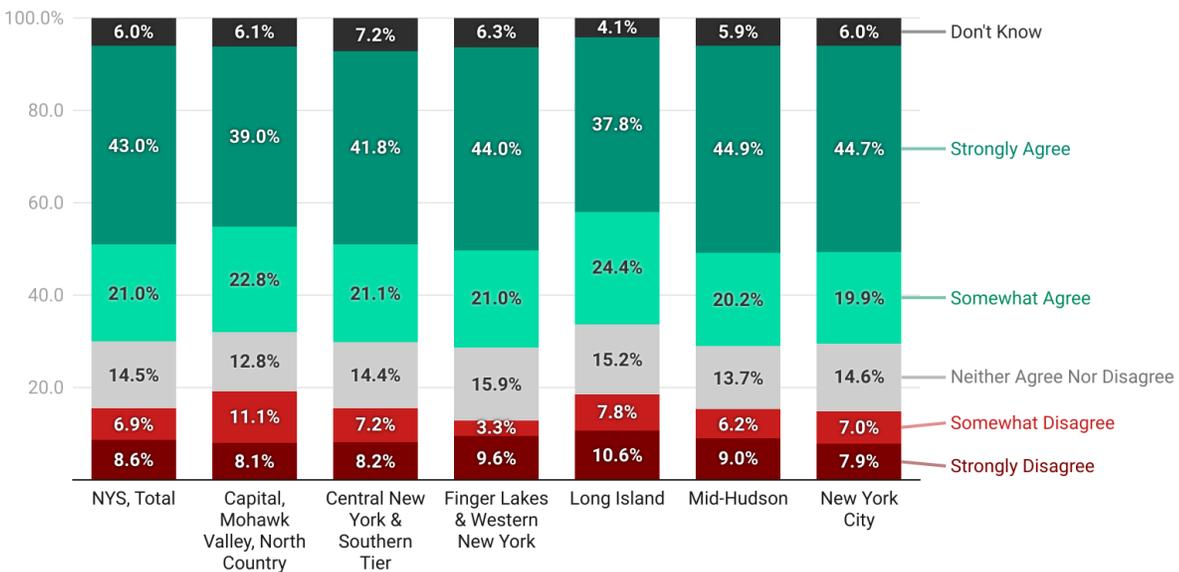


Universe: All ESP respondents [n=2,686 weighted observations]

Chart: Buffalo Co-Lab • Source: 2024 Cornell University ILR School Empire State Poll • Created with Datawrapper

When asked the same question, but for all workers in the economy (i.e., not just their workplaces), support for a four-day work week was little changed. Roughly 64% of respondents agreed that they would support such a change, with the plurality (43%) expressing strong support.

I would support the implementation of a four-day work week with no reduction in pay FOR ALL WORKERS IN THE ECONOMY



Universe: All ESP respondents [n=2,686 weighted observations]

Chart: Buffalo Co-Lab • Source: 2024 Cornell University ILR School Empire State Poll • Created with Datawrapper

Predictable Scheduling Only Experienced by One Third of Working Respondents

Inconsistent shifts and unanticipated scheduling changes can make it difficult for workers to plan their lives and work around priorities such as childcare, healthcare appointments, housing searches, and benefit appointment requirements, among others. The ESP asked respondents if they were offered predictable scheduling by their employers – only 36.6% of respondents said that they were. In looking at respondents by payment type, results showed that predictable scheduling levels vary by how an employee is paid, with a 12-percentage point difference between those who were paid through an annual salary and had predictable schedules (43.4%), and those who were paid hourly (31.2%). Workers who receive a salary or commission experienced higher predictability than those paid hourly, flat rate, or piece rate.

Which of the following benefits does your employer offer you?

■ Yes ■ No

Predictable scheduling

36.6%

63.4%

Universe: Respondents working for an employer. [n=1,304 weighted observations]

Chart: CAROW • Source: 2024 Cornell University ILR Empire State Poll • Created with Datawrapper



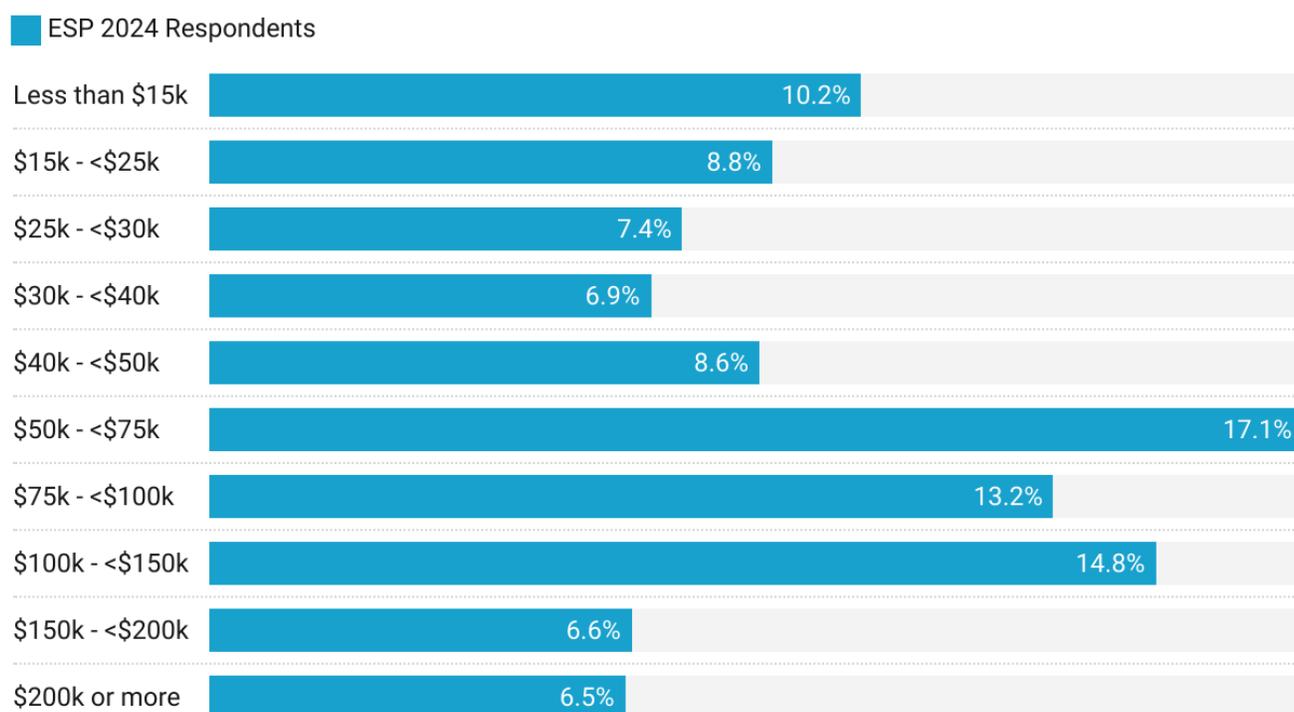
COMPENSATION

The 2024 ESP included several items that concern New Yorkers' opinions related to state wage policies. This section briefly summarizes key data points captured from these items.

ESP Respondents Reported Broad Spectrum of Household Income

ESP respondents cut across the income spectrum; however over 40% reported having less than \$50,000 in household income, which is a larger proportion than in the general population (See Appendix 1). This number includes all respondents that answered the question, including those that were not currently employed, were retired, or otherwise outside the active labor market.

Distribution of 2024 ESP Respondents by Household Income



Universe: All ESP respondents [n=2,675 weighted observations]

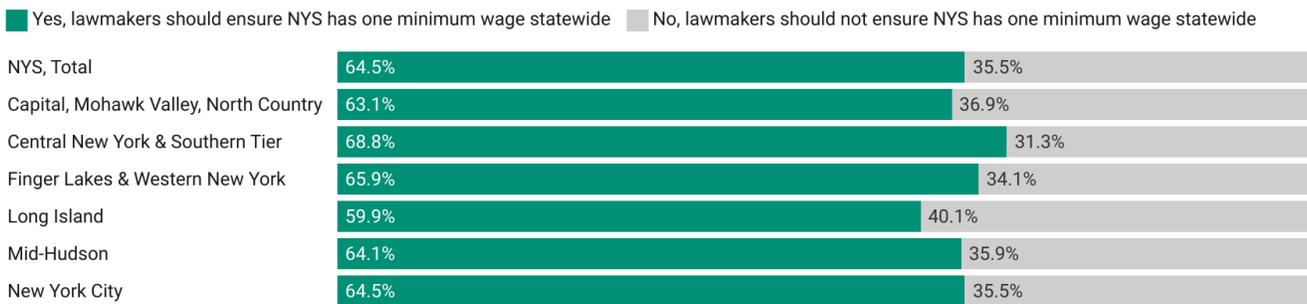
Chart: Buffalo Co-Lab • Source: 2024 Cornell University ILR School Empire State Poll
• Created with Datawrapper

Nearly Two-Thirds Support a Single Statewide Minimum Wage

One of the wage policies currently being debated in NYS is whether the state should continue to set separate minimum wage thresholds for downstate and upstate jurisdictions, which is the current practice. When asked if NYS should have just one, statewide minimum wage, nearly two-thirds of ESP respondents (64.5%) said yes. Notably, this support was consistent across geographic regions, including in the downstate areas where the minimum wage is currently higher than in the remainder of the state.

Do you think lawmakers should ensure NYS has one minimum wage statewide?

By Combined Labor Market Region



Universe: All ESP respondents with non-missing data [n=2,684]

Subsamples: Capital, Mohawk Valley, North Country [n=358]; Central New York & Southern Tier [n=192]; Finger Lakes & Western New York [n=490]; Long Island [n=217]; Mid-Hudson [n=320]; New York City [n=1,107]

Chart: 2024 Cornell University ILR School Empire State Poll • Created with Datawrapper

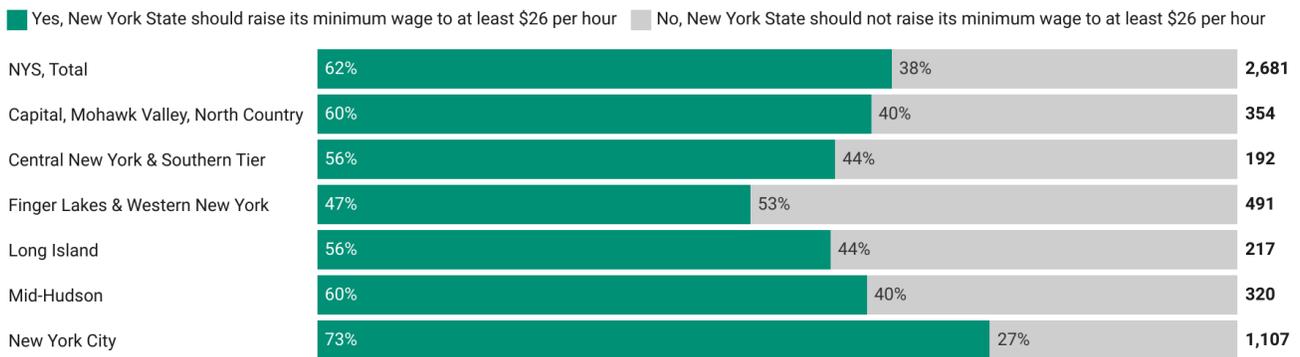
Results Show Strong Support for a Living Minimum Wage Overall

When asked if NYS should raise its minimum wage to at least \$26, roughly the amount that the MIT Living Wage Calculator suggests is a statewide “living wage” for a single adult living in New York State in 2024 with no children,¹⁵ a strong majority (62.4%) of 2024 ESP respondents said yes. Respondents in New York City were the most likely to support a \$26-plus hourly minimum wage (73.1%). The region including the Finger Lakes and Western New York was the only location in the state where support for a \$26-plus minimum wage fell below a simple majority (47.0%) – everywhere else, most New York State residents appear to support a stronger minimum wage that is aligned with the costs of living in NYS.

The MIT Living Wage Index calculates how much a single adult needs to earn in order to afford a basic quality of life. Currently, MIT says the living wage in New York State is approximately \$26 per hour.

Do you think that New York State should raise its minimum wage to at least \$26 per hour to reflect current costs of living?

By Combined Labor Market Region



n=2,681 weighted observations

Chart: 2024 Cornell University ILR School Empire State Poll • Created with Datawrapper

The Majority of Employed Respondents were Paid Hourly

The ESP also asked respondents about how they were paid. Hourly wages were the dominant way that workers were paid followed by salaried respondents, however nearly 15% of employed respondents were paid through either flat rate, commission, or piece rate pay types.

How are you paid at your main job?



Universe: Employed respondents [n=1,535 weighted observations]

Chart: CAROW • Source: 2024 Cornell University ILR Empire State Poll • Created with Datawrapper

The Majority of Respondents Report Insurance Coverage, Retirement Plans, and Paid Time Off, Albeit at Varying Levels

The ESP asked respondents which of the following benefits their employer offered: health insurance, dental insurance, vision insurance, remote work options, pension/retirement benefits, paid vacation time, and paid sick time. With the exception of remote work options (28.3%), over 50% of the Empire State Poll respondents who answered this question (1,478) receive health, dental and vision insurance, have a pension/retirement plan and receive both paid vacation and paid sick leave. That said, within this group, respondents are less likely to have dental and vision insurance (58% and 52.4% respectively) compared to health insurance (70.1%), paid vacation (74.8%) and paid sick leave (73.7%) and pension/retirement plans (61.5%).¹⁶

Since 2020, many employers in New York State are required to allow employees to accrue paid sick leave.¹⁷ While some respondents may fall into the category of small businesses that are required to provide only unpaid sick leave, the finding that 26.3% of respondents responded “No” to this question indicates a possible lack of awareness of this law and/or that some employers nevertheless may not allow for sick time to be accrued or actually taken.¹⁸



Which of the following benefits does your employer offer you?

Yes No

Health insurance



Dental insurance



Vision insurance



Pension/retirement



Other savings opportunities



Paid vacation time



Paid sick leave



Paid holidays



Paid family leave



Predictable scheduling



Remote work options



Paid breaks



Universe: Respondents working for an employer. [n=1,304 weighted observations]

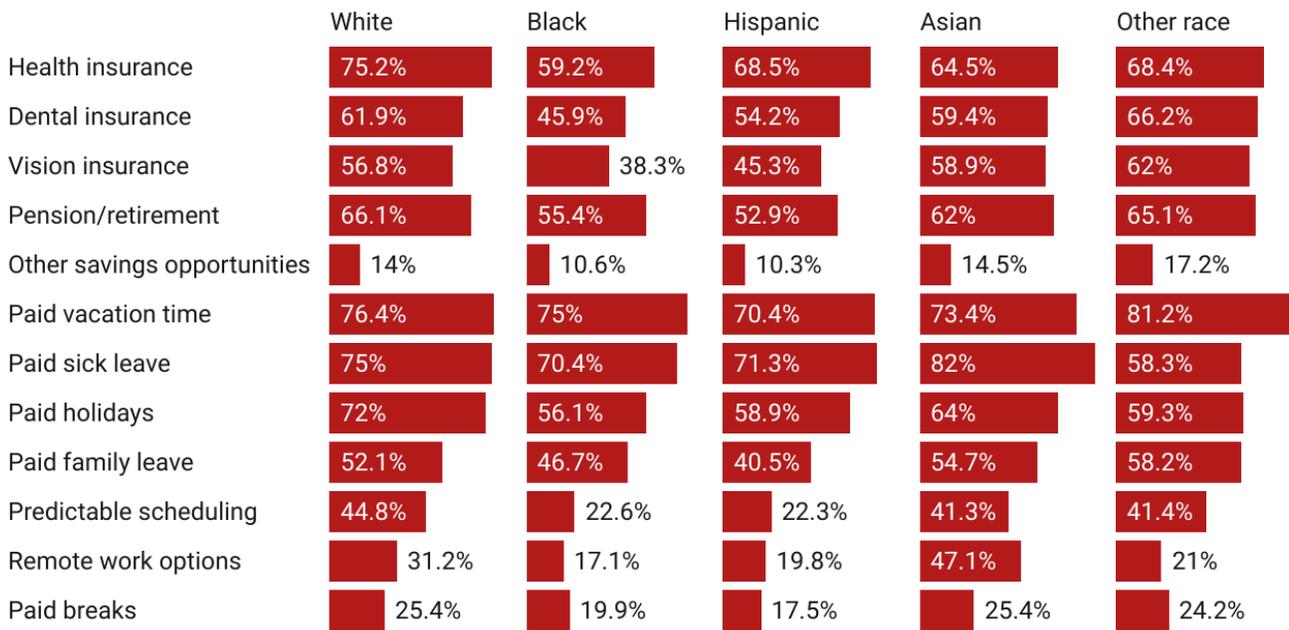
Chart: CAROW • Source: 2024 Cornell University ILR Empire State Poll • Created with Datawrapper

Disparities Limit Access to Employer Healthcare Benefits by Race and Education¹⁹

Looking at benefit provision by demographics there were statistically significant differences in benefits received by race and education.²⁰ For white respondents, 75.2% said their employer offered them health insurance, which was higher than any other demographic group. Black or African American respondents had the lowest reported health insurance offered with just under 60% of Black or African American respondents stating that their employer offered them health insurance.

Across almost all benefits Black and Hispanic respondents reported less benefit provision than white or Asian respondents. For predictable scheduling only about 22% of Black and Hispanic respondents reported having predictable scheduling compared to 44.8% and 41.3% of white and Asian respondents respectively. Across all categories there were statistically significant differences by race and ethnicity for: paid holidays, paid family leave, health insurance, dental insurance, vision insurance, pensions/retirement, predictable scheduling, remote work options. These benefits are less common among Black and Hispanic respondents compared to other racial groups.

Which of the following benefits does your employer offer you?



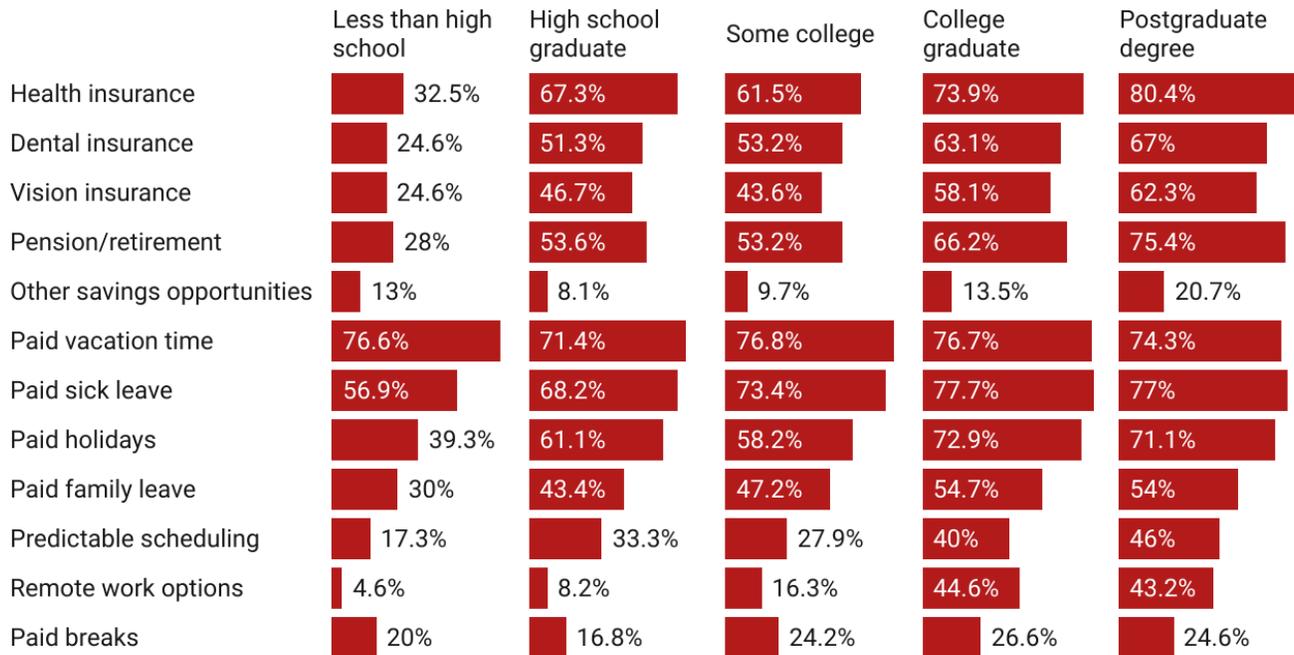
Universe: Respondents working for an employer [n=1,304 weighted observations]

Subsamples: White [n=653], Black [n=181], Hispanic [n=265], Asian [n=150], Other race [n=55]

Chart: CAROW • Source: 2024 Cornell University ILR Empire State Poll • Created with Datawrapper

Benefit provision also varies by respondent education level. Statistically significant differences were found in whether respondents were offered paid holidays, health insurance, dental insurance, vision insurance, pensions/retirement, other savings opportunities, predictable scheduling, and remote work options.²¹ These benefits are less common among respondents without college degrees.

Which of the following benefits does your employer offer you?



Universe: Respondents working for an employer [n=1,304]

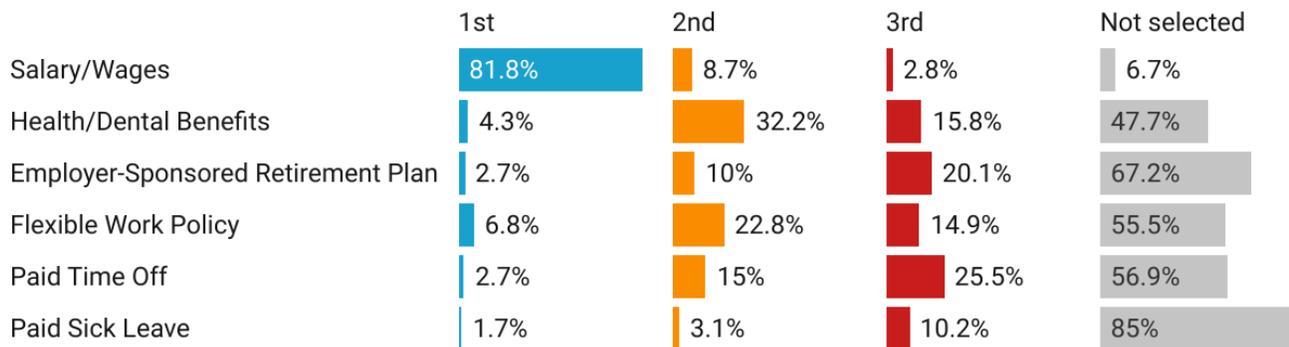
Subsample sizes: Less than high school [n=33], High school graduate [n=332], Some college [n=261],

College graduate [n=388], Postgraduate degree [n=290]

Chart: CAROW • Source: 2024 Cornell University ILR Empire State Poll • Created with Datawrapper

Pay is Top Priority When Considering Jobs; Health and Dental are Next Highest Draw

When considering whether to take a new job, which of the following benefits would have the most influence on your decision? Please rank the top three.



Universe: Employed respondents [n=1,540 weighted observations]

Chart: Worker Institute • Source: 2024 Cornell University ILR Empire State Poll • Created with Datawrapper

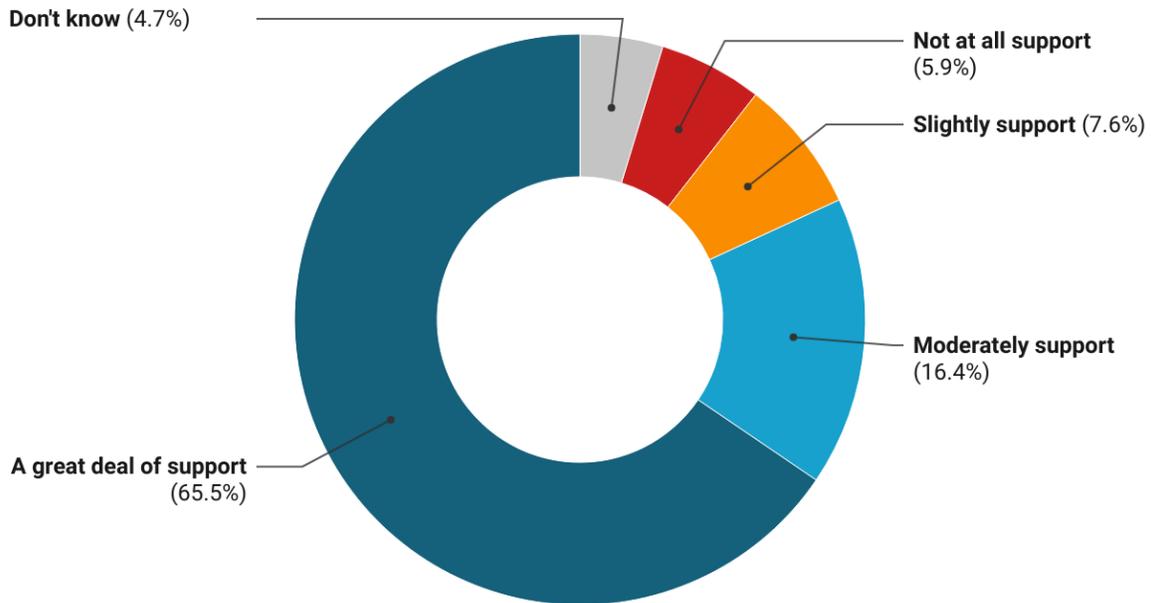
When respondents were asked which benefits most influence their decision to take a new job, pay is clearly the most important aspect ESP respondents consider when deciding to take a new job; fewer than one-fifth of respondents selected another option as their top benefit. Health/dental benefits was the most common second choice benefit, followed by flexible work policies. Paid time off was the most common third choice benefit, followed by employer-sponsored retirement plans.

Respondents Support State Legislation Requiring Employers to Pay Full Health Insurance

Nearly 90% of respondents stated they would support state legislation mandating employers to provide full health insurance, with 65.5% stating they had a great deal of support for such legislation.



To what extent would you support legislation that mandates that every employer in New York State provides and pays for their full-time employees to have full healthcare insurance?



Universe: All respondents [n=2,684 weighted observations]

Chart: Worker Institute • Source: 2024 Cornell University ILR Empire State Poll • Created with Datawrapper

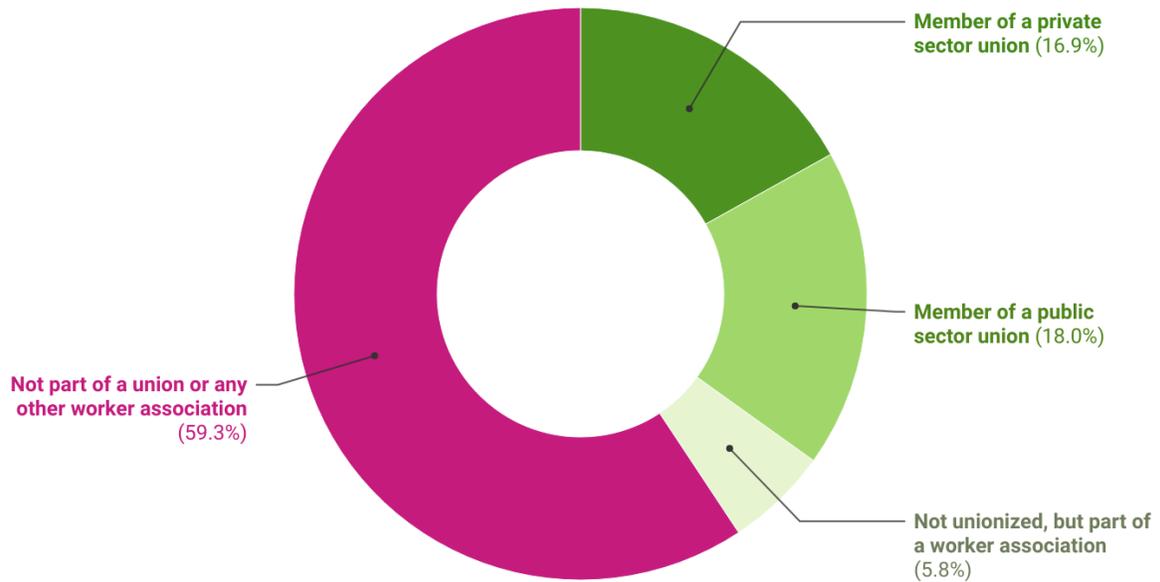
UNION MEMBERSHIP AND VIEWS ON LABOR UNIONS

Results Show High Union Density and Strong Support for Unions

Compared to the 2023 statewide union density figure of 20.6% for New York State,²² 34.9% of ESP labor force participants who work for employers (i.e., are currently employed but not self-employed) indicated that they are union members. An additional 5.8% of ESP labor force respondents stated that, although they are not union members, they participate in a workers' association.

When asked their opinion on labor unions, two-thirds of ESP respondents (65.9%) indicated that they approve of unions, compared to just 12.1% who disapprove. The remaining 22.0% of respondents did not have an opinion. The (super) majority support for labor unions tracks with national Gallup data, which show that 67% of Americans approve of unions.²³

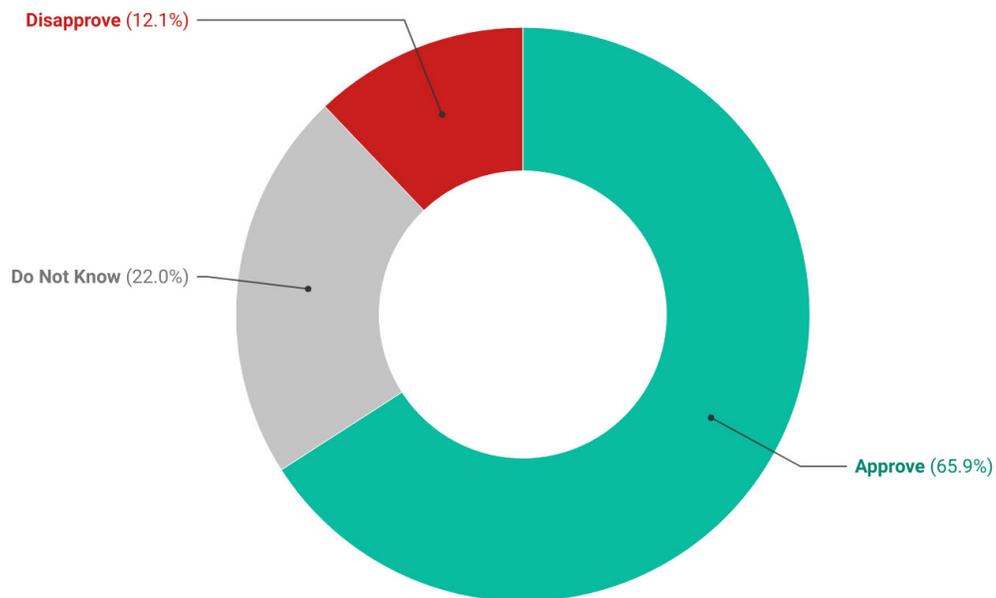
Which of the following best describes your participation in a workplace organization?



Universe: ESP labor force participants who are currently employed (excludes self-employed respondents) [n=1,316]

Chart: 2024 Cornell University ILR School Empire State Poll • Created with Datawrapper

Do you approve or disapprove of labor unions?



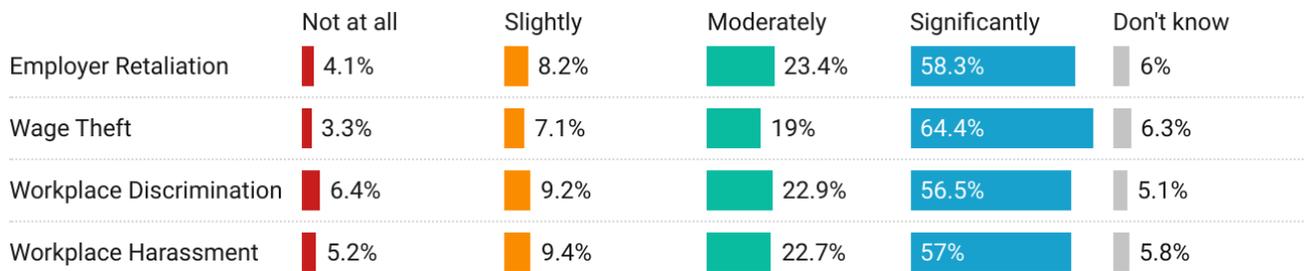
Universe: All 2024 ESP Respondents [n=2,686 weighted observations]

Chart: 2024 Cornell University ILR School Empire State Poll • Created with Datawrapper

Respondents Support Strengthening Employment Protections for Workers in New York State

The ESP asked respondents to what extent they believed in strengthening several types of employment protections for workers in New York State. Respondents indicated the strongest support in favor of strengthening wage theft protections in the state and the majority of respondents significantly supported strengthening employer protections in all categories: wage theft (64.4% significantly support), employer retaliation (58.3%), workplace discrimination (56.5%), and workplace harassment (57%). Across all worker protection categories included in the Poll, less than 7% of respondents said that they did not at all support increasing protections in that area. Similarly, across all protections, less than 7% said they did not know if they supported strengthening employment protections.

To what extent do you believe the following employment protections for workers in New York State should be strengthened?

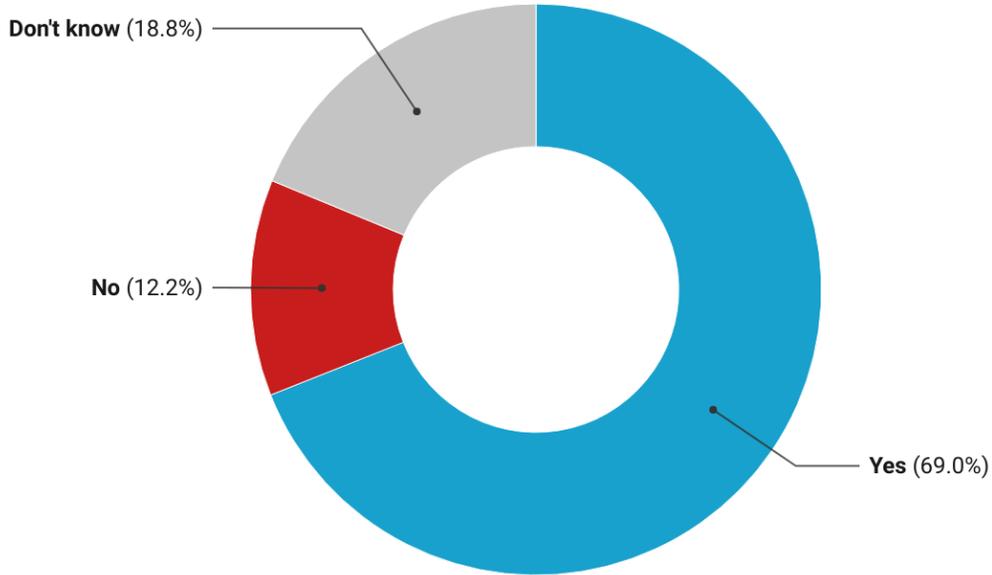


Universe: All ESP respondents [n=2,686 weighted observations]

Chart: Worker Institute • Source: 2024 Cornell University ILR Empire State Poll • Created with Datawrapper



Do you believe that there should be stronger penalties in New York for employers who violate workers’ right to join a labor union through fear of termination or another form of retaliation from their employer?



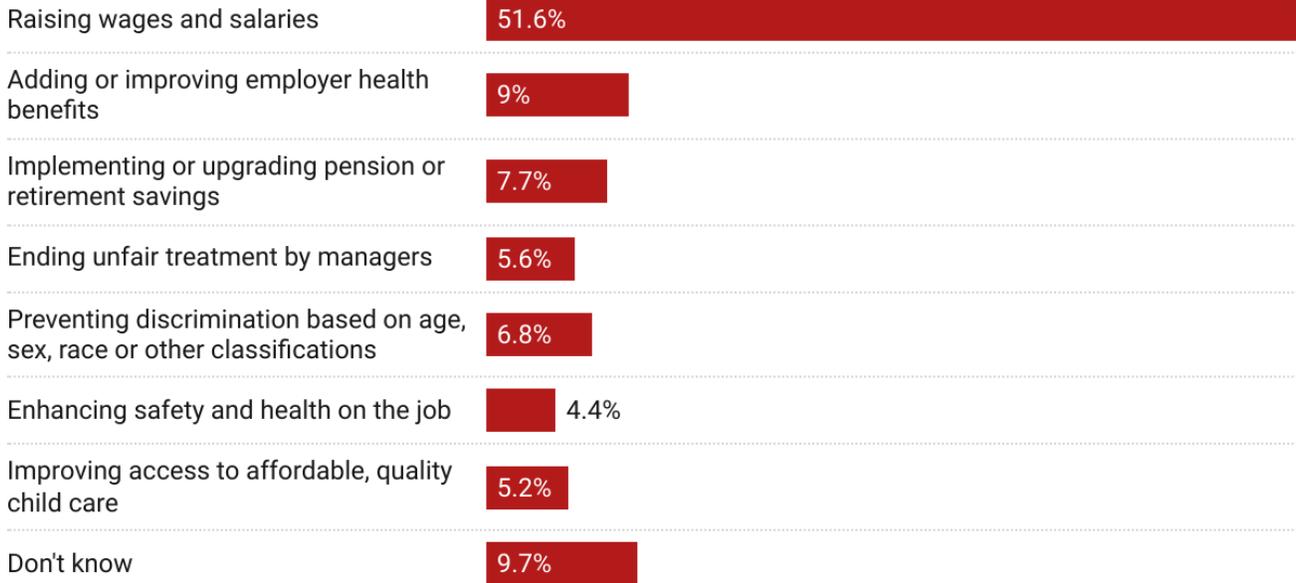
Universe: All ESP respondents [n=2,682 weighted observations]

Chart: Worker Institute • Source: 2024 Cornell University ILR Empire State Poll • Created with Datawrapper



Consistent with cost of living and inflation ranking as the most pressing issues facing ESP respondents’ and their households, 51.6% of respondents stated raising salaries and wages was the most important issue they wanted to see addressed in their workplace. The second most-chosen issue (after those who chose “do not know”) was improving employer health benefits followed by improving retirement benefits.

Which one of the following is the most important issue you would like to see addressed in your workplace?



Universe: All employed respondents [n=1,540 weighted observations]

Chart: Worker Institute • Source: 2024 Cornell University ILR Empire State Poll • Created with Datawrapper

UNPAID CARE WORK

A significant portion of ESP respondents provided unpaid caregiving support to family and/or friends and neighbors, with 33.2% reporting they provided unpaid caregiving support on a regular basis. Caregiving provided by respondents primarily fell between two categories, children and adult family members. Over a quarter of ESP caregivers said that their unpaid caregiving made it difficult to maintain a job, and over a third reported they had reduced their work hours to accommodate their caregiving responsibilities.

33.2% Spend Time on Unpaid Care

Do you provide unpaid caregiving support for any of the following on a regular basis?



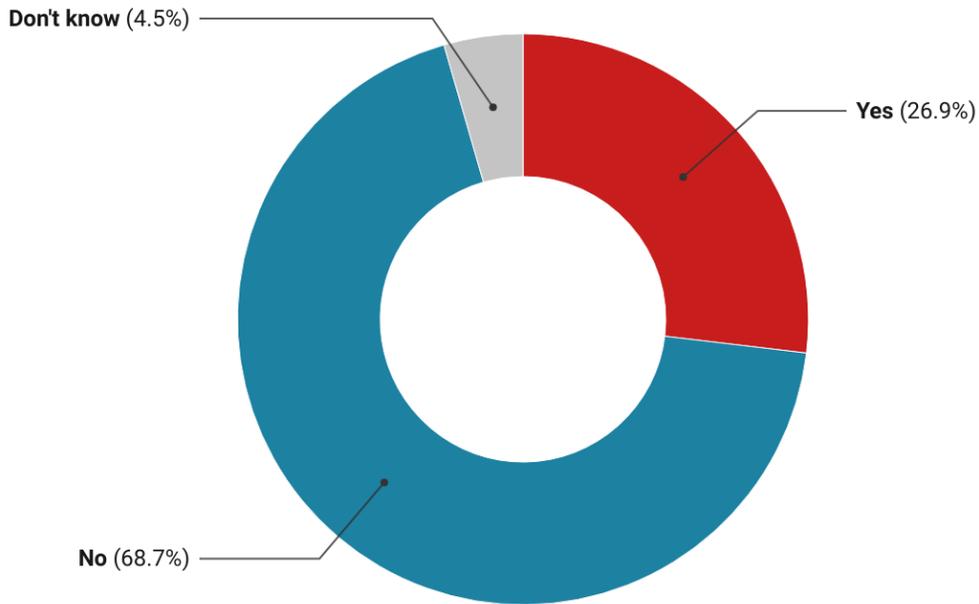
Universe: All ESP respondents [n=2,685 weighted observations]

Chart: Worker Institute • Source: 2024 Cornell University ILR Empire State Poll • Created with Datawrapper



For Over a Quarter of Caregivers, Care Makes Paid Work a Challenge

Have your unpaid caregiving responsibilities made it difficult for you to maintain a job?

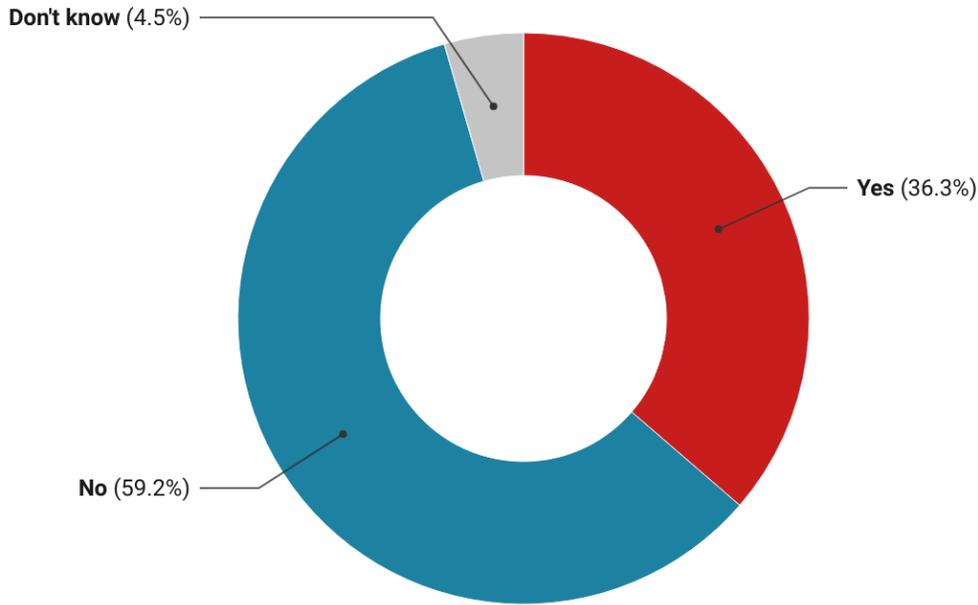


Universe: Respondents who reported unpaid caregiving responsibilities [n=805 weighted observations]

Chart: Worker Institute • Source: 2024 Cornell University ILR Empire State Poll • Created with Datawrapper

26.9% of respondents who reported caregiving responsibilities indicated that such responsibilities made it difficult to maintain a job.

Over the past year, has the unpaid amount of time you spend on caregiving support for children, adults, or other loved ones caused you to spend less time doing paid work?



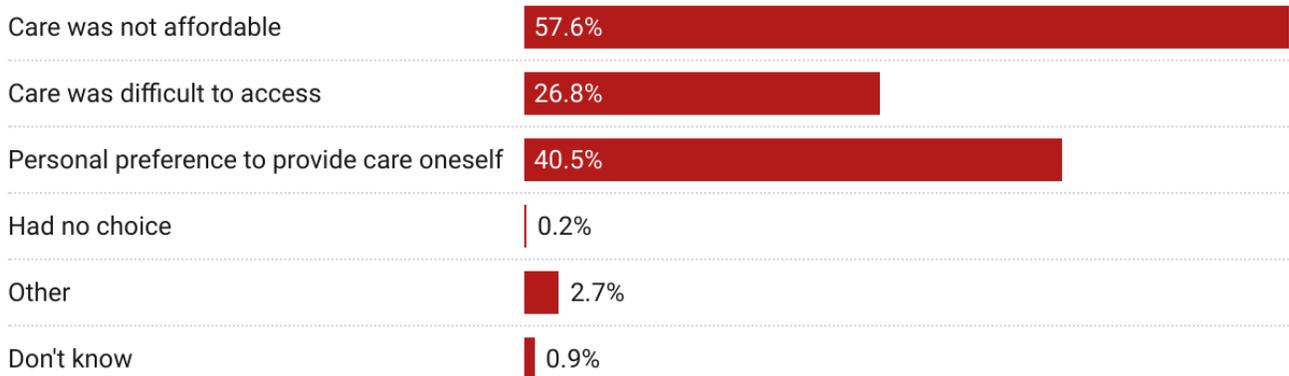
Universe: Respondents who reported unpaid caregiving responsibilities [n=805 weighted observations]

Chart: Worker Institute • Source: 2024 Cornell University ILR Empire State Poll • Created with Datawrapper

Over one-third of Caregivers Reduced Paid Work to Provide Care

36.3% of respondents who reported caregiving responsibilities indicated that such responsibilities caused them to spend less time doing paid work, with an additional 4.5% indicating that they didn't know.

Was the decision to spend less time doing paid work primarily because...?



Universe: Respondents who reported spending less time on paid work due to unpaid caregiving responsibilities [n=292 weighted observations]

Chart: Worker Institute • Source: 2024 Cornell University ILR Empire State Poll • Created with Datawrapper

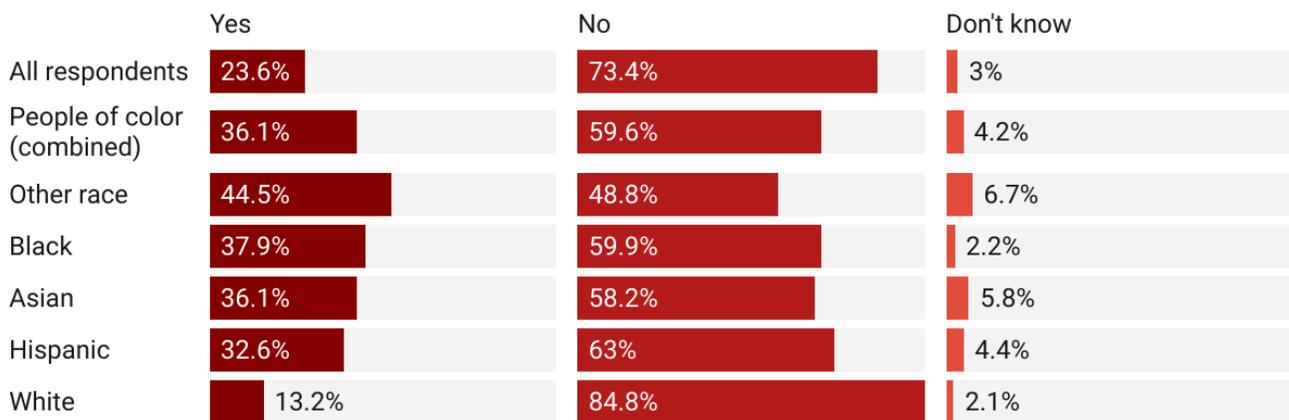
Of the respondents who reported spending less time on paid work due to their unpaid caregiving responsibilities, the majority (57.6%) said it was because care was not affordable. Forty percent said it was out of personal preference, and 26.8% said care was difficult to access.

DISCRIMINATION, HARASSMENT, AND INTIMATE PARTNER VIOLENCE

The ESP asked respondents about their experiences with discrimination and harassment on the job as well as the impact of intimate partner violence on work.

Nearly a Quarter of Respondents Have Faced Discrimination on the Job

Have you ever experienced discrimination on the job because of your race or ethnicity?



Universe: All ESP respondents [n=2,682 weighted observations]

Subsamples: Other race [n=121], Black [n=372], Asian [n=245], Hispanic [n=474], White [n=1,470]

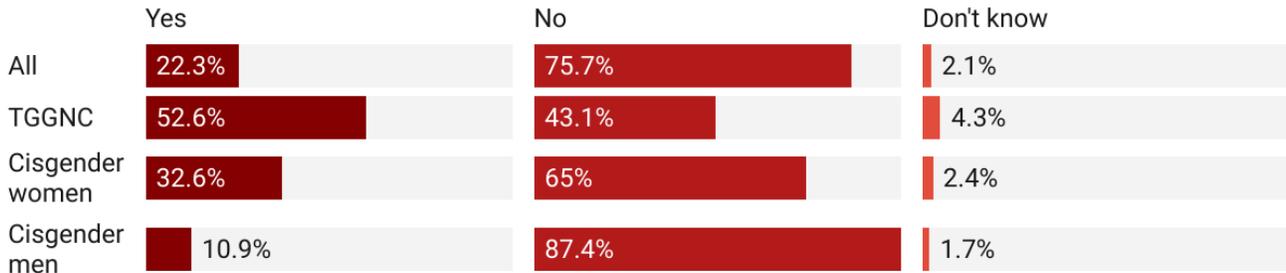
The "yes" category combines respondents who indicated that they have experienced racial/ethnic discrimination at their current and/or previous jobs.

Chart: Worker Institute • Source: 2024 Cornell University ILR Empire State Poll • Created with Datawrapper

23.6% of respondents reported having experienced racial discrimination on the job, including 7% who indicated experiencing it at their current job. Rates of experiencing workplace racial discrimination were higher among respondents of color (36.1%) compared to white respondents (13.2%). Of respondents who reported having experienced workplace racial discrimination, 34% reported the situation to human resources or another employer representative.

22% Have Faced Sexual Harassment on the Job; Harassment Highest Among Gender Non-conforming and Women

Have you ever experienced sexual harassment or inappropriate sexual behavior from a co-worker, work supervisor, client, customer, or business partner?



Universe: All ESP respondents [n=2,681]

Subsamples: Transgender and gender-nonconforming (TGGNC) [n=17], Women [n=1368], Men [n=1,296]

The "yes" category combines respondents who indicated that they have experienced sexual harassment at their current and/or previous jobs.

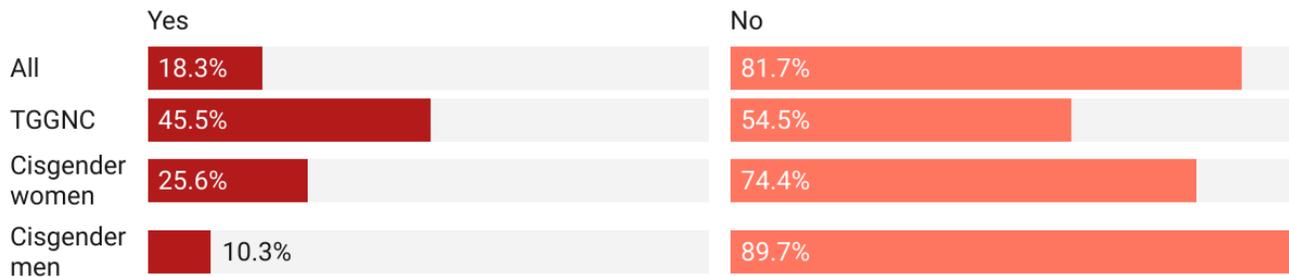
Source: 2024 Cornell University ILR Empire State Poll • Created with Datawrapper

22.3% of respondents reported having experienced sexual harassment or inappropriate sexual behavior in the workplace, including 5.5% who indicated that they have experienced such conduct at their current job. Transgender and gender non-conforming respondents (52.6%) and cisgender women (32.6%) report having experienced harassment at significantly higher levels compared to cisgender men (10.9%). Of the respondents who reported having experienced workplace sexual harassment, 35% reported the situation to human resources or another employer representative.



18% Have Faced Intimate Partner Violence—Nearly Half of Survivors Say It Has Affected Their Employment

Have you ever experienced intimate partner violence or controlling behavior by an intimate partner?



Universe: All ESP respondents [n=2,682 weighted observations]

Subsamples: Transgender and gender non-conforming [n=17], Cisgender women [n=1,369],

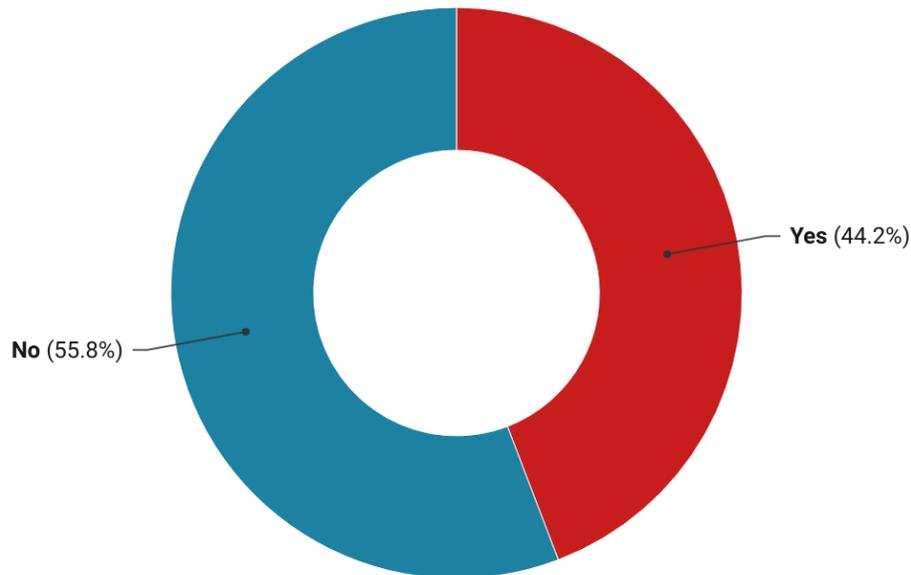
Cisgender men [n=1,296]

Chart: Worker Institute • Source: 2024 Cornell University ILR Empire State Poll • Created with Datawrapper



18.3% of respondents reported having experienced intimate partner violence (IPV) or controlling behavior by an intimate partner at some point in their lives. Respondents who identified as transgender or gender non-conforming (45.5%) and cisgender women (25.6%) reported experiencing IPV at higher rates compared to cisgender men (10.3%). Of the respondents who had experienced IPV, 44.2% further report that the experience impacted their employment in some way.

Has your experience with intimate partner violence or controlling behavior impacted your employment in any way?



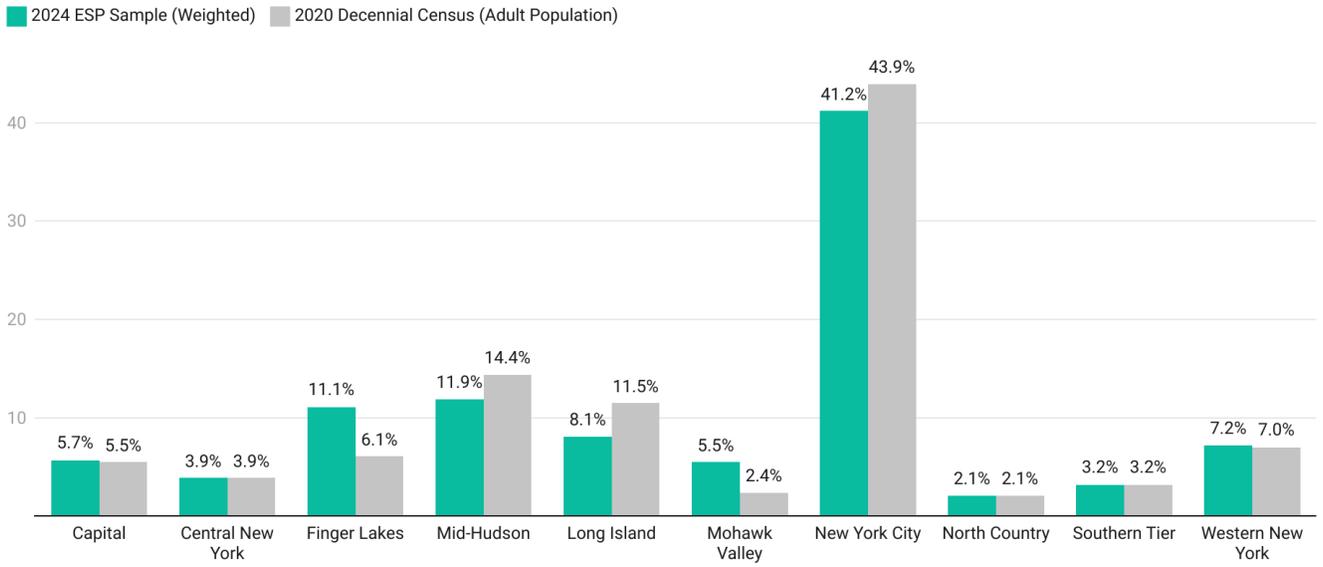
Universe: Respondents who reported having experienced intimate partner violence [n=491 weighted observations]

Chart: Worker Institute • Source: 2024 Cornell University ILR Empire State Poll • Created with Datawrapper

APPENDIX 1: ESP RESPONDENT DEMOGRAPHICS

Geographic Distribution

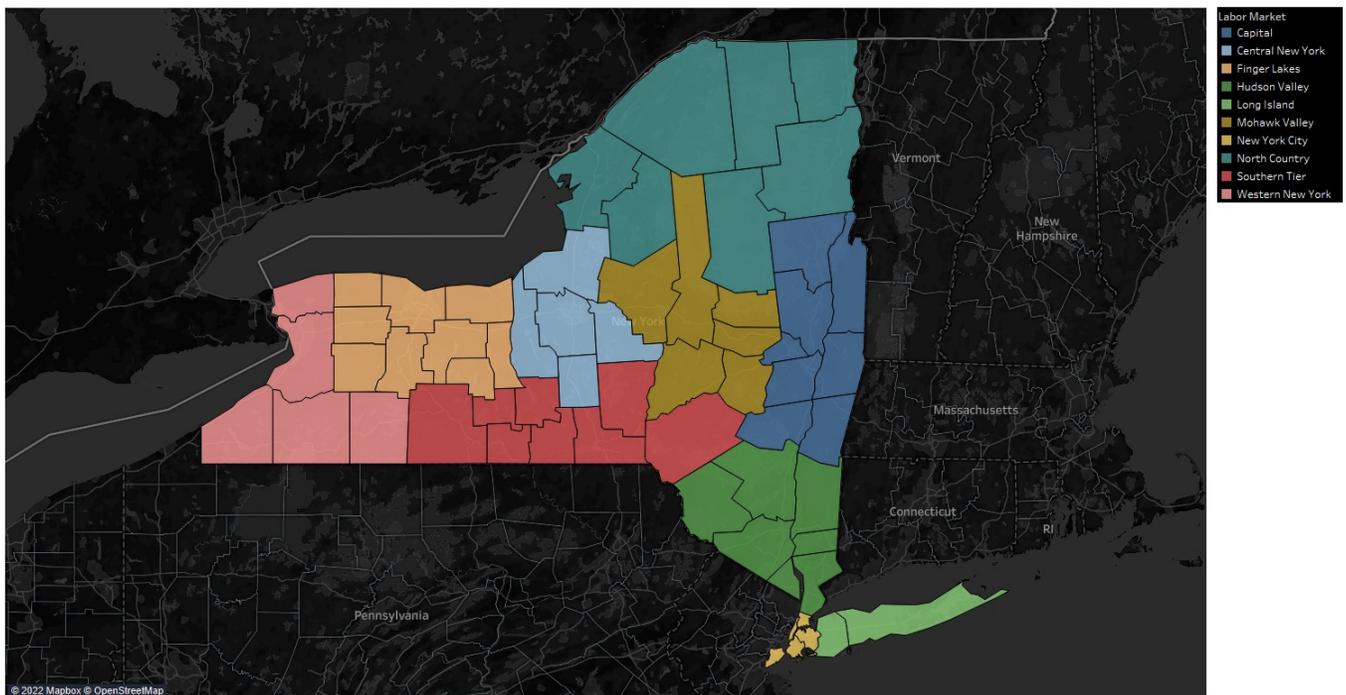
Residents from 61 of New York’s 62 counties participated in the 2024 Empire State Poll (ESP).²⁴ The following figure shows the breakdown of ESP responses by NYS Labor Market Region (LMR). A map of LMRs follows on the next page. Observe that the distribution of ESP respondents by LMR largely follows the distribution of adult New York State (NYS) residents as reported in the 2020 U.S. Decennial Census. Relative to the adult population, the ESP slightly oversamples residents from less densely populated “upstate” LMRs, while slightly undersampling residents from “downstate” regions (i.e., New York City and Long Island).



Universe: All ESP respondents with non-missing data [n=2,685 weighted responses]

Source: 2024 Cornell University ILR School Empire State Poll and 2020 Decennial Census • Created with Datawrapper

New York State Labor Market Regions (LMRs)

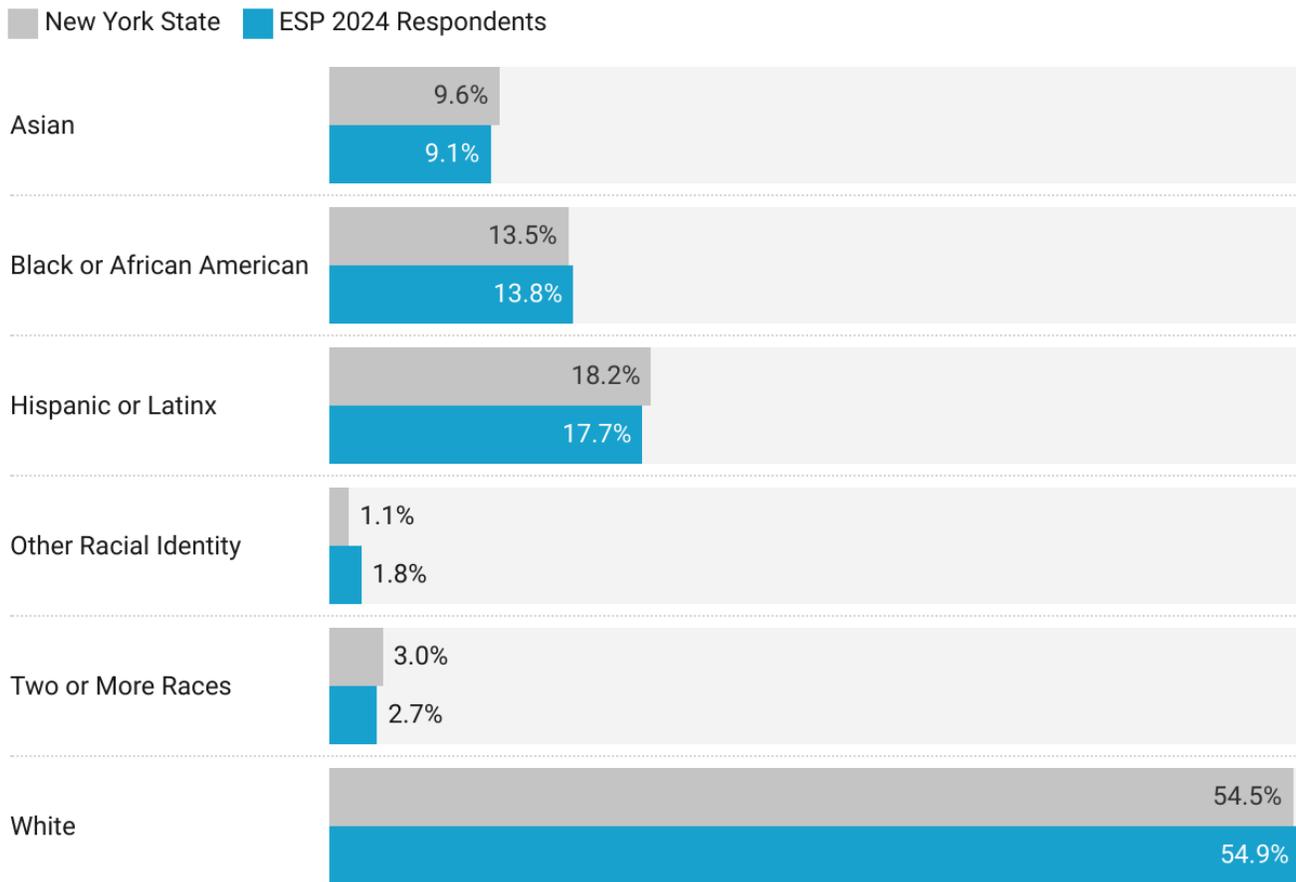


Respondent Demographics

Race-Ethnicity

Closely mirroring the statewide adult population, the majority of 2024 ESP respondents (54.9%) identified as white, not Hispanic or Latinx. The next three largest demographic groups were: (1) persons who identify as Hispanic or Latinx (17.7% of ESP respondents, 18.2% of the NYS adult population); (2) persons who identify as Black or African American (13.8% ESP, 13.5% NYS); (3) and persons who identify as Asian (9.1% ESP, 9.6% NYS). Respondents who identified with either (a) some other racial-ethnic identity (1.8% of ESP respondents; 1.1% of NYS adults) or (b) two or more race-ethnicities (2.7% of ESP respondents; 3.0% of NYS adults) made up the balance of the sample.

Distribution of 2024 ESP Respondents by Race-Ethnicity



n=2,686 weighted observations

With the exception of the row labeled "Hispanic or Latinx", persons included in each racial group category above identified as "not Hispanic or Latinx".

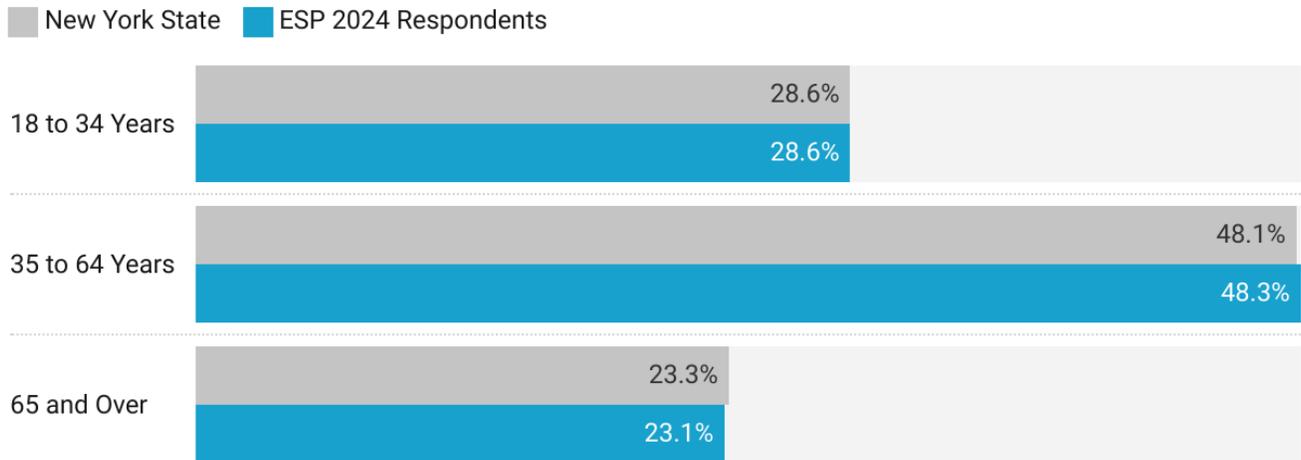
Source: 2024 Cornell University ILR School Empire State Poll

Reference data for New York State come from the 2020 U.S. Decennial Census Redistricting Data (for the population 18 years and over) • Created with Datawrapper

Age

With respect to age, nearly half of 2023 ESP respondents reported being between 35 and 64 years old. Younger adults, aged 18 to 34 years, accounted for 28.6% of the ESP sample, with older adults (65 years or older) accounting for the remaining 23.1% of respondents. As shown in the graph below, this breakdown is highly representative of the statewide age distribution.

Distribution of 2024 ESP Respondents by Age



n=2,683 weighted observations with age data (3 records with missing age information are omitted)

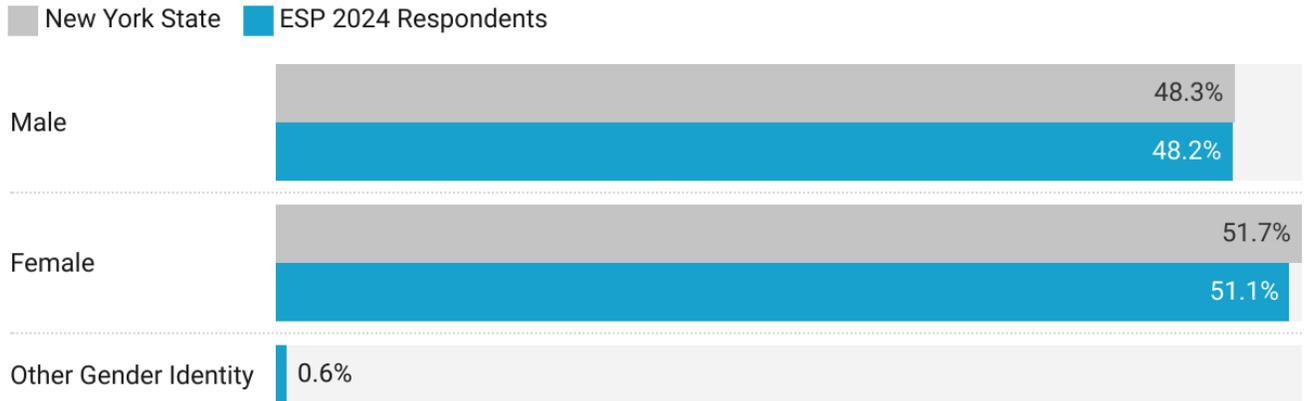
Source: 2024 Cornell University ILR School Empire State Poll

Reference data for New York State come from the 2023 1-Year U.S. Census American Community Survey • Created with Datawrapper

Gender

Reflective of the overall NYS adult population, 48.2% of ESP respondents identified as men, compared to 51.1% of respondents who identified as women.

Distribution of 2024 ESP Respondents by Gender



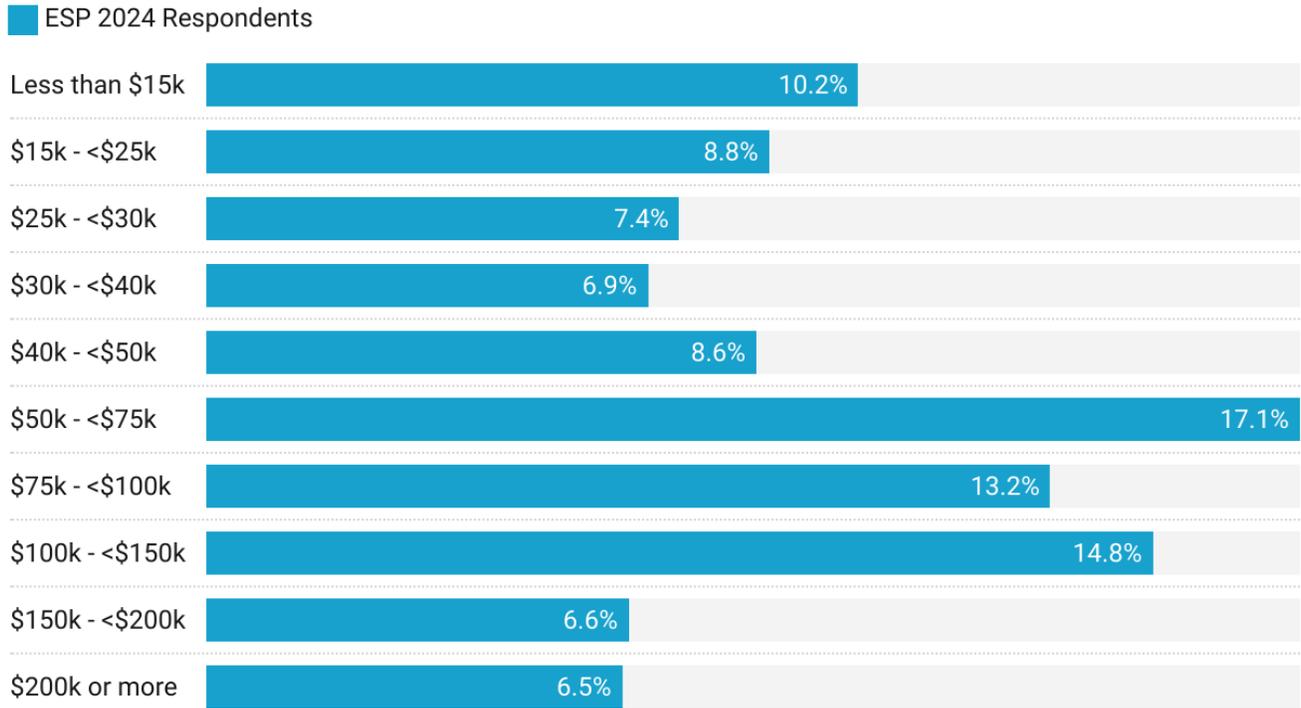
n=2,685 weighted observations (excludes one record with missing gender data)

Source: 2024 Cornell University ILR School Empire State Poll
Reference data for New York State come from the 2023 1-Year U.S. Census American Community Survey (for the population aged 18 and over). NB: The Census Bureau does not capture data on nonbinary gender identities. • Created with Datawrapper

Income

Compared to NYS as a whole, the 2024 ESP sample underrepresents persons from households earning at or above \$100,000 per year. It follows that persons living in households earning less than \$100,000 are disproportionately likely to be included in the ESP sample.

Distribution of 2024 ESP Respondents by Household Income



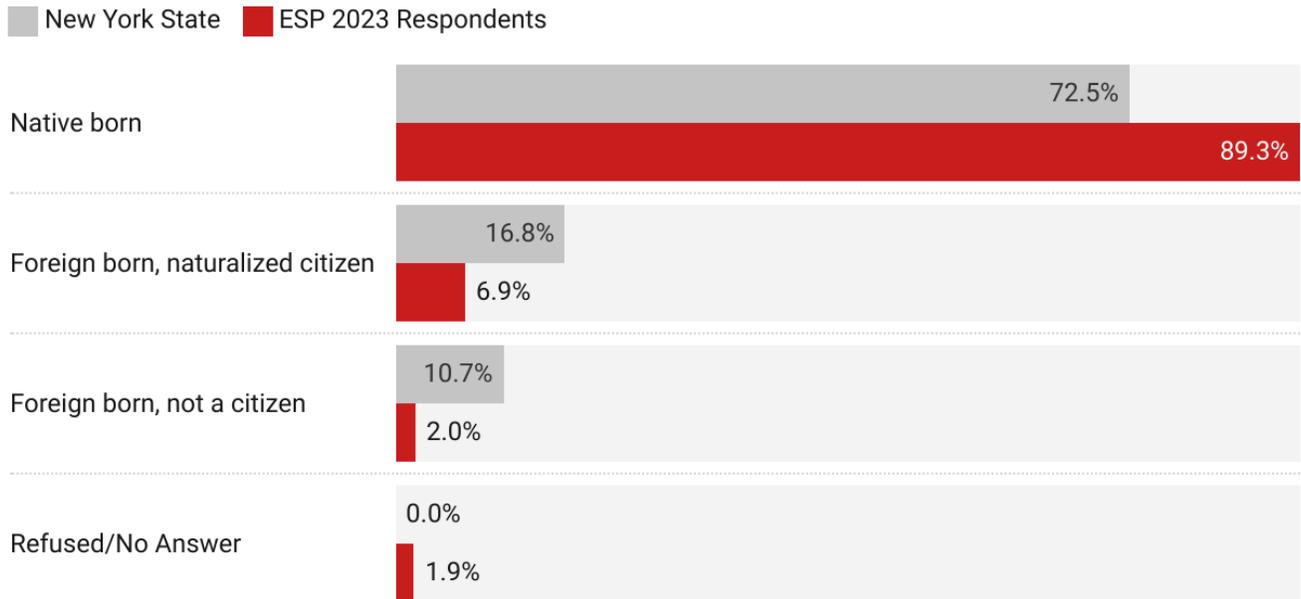
Universe: All ESP respondents [n=2,675 weighted observations]

Chart: Buffalo Co-Lab • Source: 2024 Cornell University ILR School Empire State Poll
• Created with Datawrapper

Citizenship

The 2024 ESP skews toward native-born persons (89.3% of ESP respondents v. 72.5% of the NYS adult population). Foreign-born residents are underrepresented in the 2024 ESP.

Distribution of 2024 ESP Respondents by Citizenship



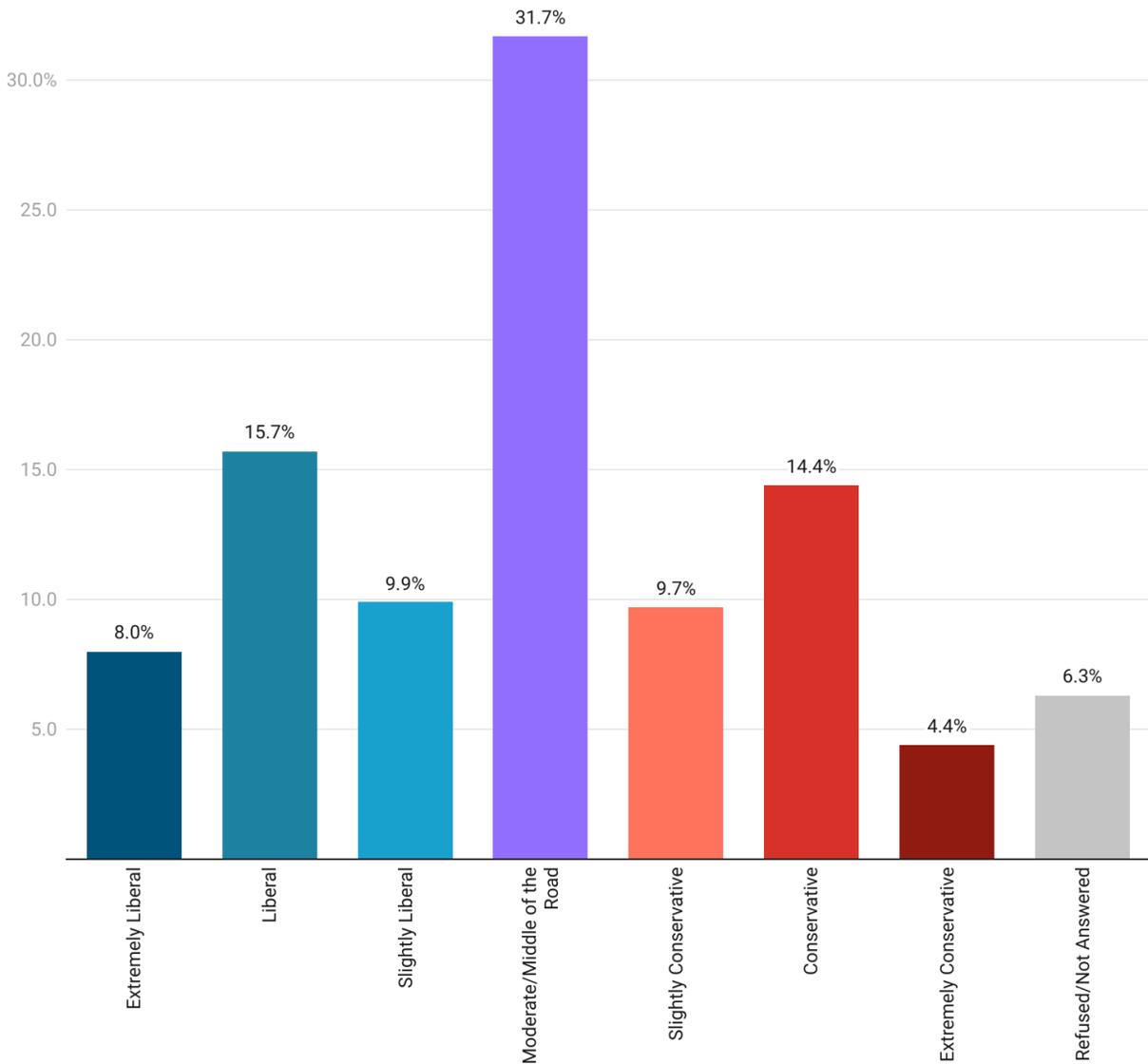
n=2,685 weighted observations

Source: 2024 Cornell University ILR School Empire State Poll
Reference data for New York State come from the 2023 1-Year U.S. Census American Community Survey (for the population aged 18 and over) • Created with Datawrapper

Political Ideology and Partisan Identity

Consistent with commercial voter data²⁵ showing that, on balance, adult New Yorkers lean slightly to the left, slightly more 2024 ESP respondents report holding a liberal ideology (33.6%) compared to a conservative (28.5%) one. However, the most common ideology among ESP participants was “Moderate or Middle of the Road” – nearly one-third (31.7%) of respondents described their ideology in these terms. Reinforcing these patterns, when asked to specify the political party with which they identify most closely, more than one-third of ESP respondents (35.4%) named the Democratic Party. Around one-fifth of respondents (20.4%) identified most closely with the Republican Party. The plurality of respondents (44.0%), however, indicated that they are not partisan or identify with a minor political party. The ESP sample is therefore somewhat more politically independent than NYS registered voters overall, according to current voter enrollment statistics.²⁶ However, such an outcome should probably be expected, given the current, polarized state of partisan politics in the U.S. and Americans’ increasing dissatisfaction with a two-party system.²⁷

Political Ideology of 2024 ESP Respondents

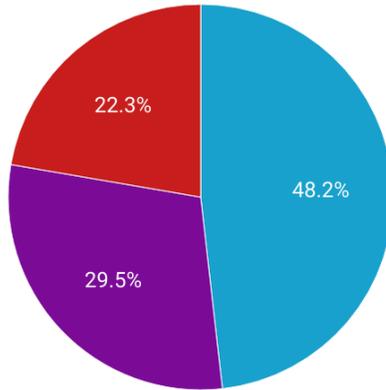


n=2,686 weighted observations

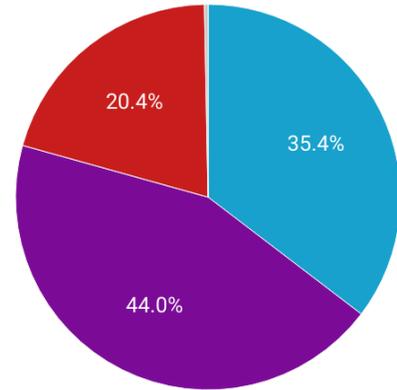
Chart: 2024 Cornell University ILR School Empire State Poll • Created with Datawrapper

Partisan Identity of 2024 ESP Respondents

- Democrat
- Other / Independent
- Republican
- Don't Know / Refused



NYS Registered Voters



ESP 2024

n=2,686 weighted observations

Chart: 2024 Cornell University ILR School Empire State Poll and the New York State Board of Elections (voter enrollment statistics as of 1 November 2024) • Created with Datawrapper



APPENDIX 2: METHODOLOGY

The Empire State Poll (ESP) is an annual survey of labor and employment across New York State conducted by Cornell University's School of Industrial and Labor Relations. The survey was administered online and by phone in English and Spanish. The data were collected by [SSRS](#) between August 14-30, 2024. A total of 2,686 respondents participated in the 2024 poll. The ESP uses a blended sampling design that combines randomly selected respondents from SSRS's probability-based Opinion Panel (n = 1,043) as well as opt-in respondents from their nonprobability panel partner, Dynata (n = 1,643). Respondent recruitment was targeted to ensure a representative sample of NYS residents by age, race, and region across both sample sources. SSRS's [Encipher Hybrid](#) calibration methodology weights each respondent to correct for selection bias based on their sample source. Respondents were further weighted on several key indicators²⁸ to calibrate results to definitive demographic sources²⁹ in order to improve the generalizability of results to the residential adult population of New York State.

At the time of the 2020 full count Decennial Census, there were 16,088,135 adults (i.e., persons aged 18 or over) living in NYS. With 2,868 total participants, the 2024 ESP therefore has a top-line margin of error (MOE) of roughly +/- 1.9% at a 95% level of confidence. However, when ESP data are broken out by geographic LMRs, this top-line MOE is no longer applicable. Instead, MOEs for individual LMRs vary from roughly +/- 2.9% for New York City (NYC) to +/- 13.1% for the predominantly rural North Country. In order to achieve tighter MOEs and, it follows, more reliable geographic estimates, the remainder of this document therefore combines adjacent LMRs into broader regions using the following framework:

- Capital, Mohawk Valley, and North Country (MOE +/- 5.2%)
- Central New York and Southern Tier (MOE +/- 7.1%)
- Finger Lakes and Western New York (MOE +/- 4.4%)
- Hudson Valley or "Mid-Hudson" (MOE +/- 6.7%)
- Long Island (MOE +/- 5.5%)
- New York City (MOE +/- 2.9%)

Endnotes

- 1 In addition to sample source, key weighting indicators included: age, civic engagement, education, gender, internet usage frequency, interview mode, political party identification, race/ethnicity, region, and zip-code/county.
- 2 The ESP was calibrated to the American Community Survey 5-Year 2018-2022 Estimates (U.S. Census Bureau), the 2023 Current Population Survey (U.S. Census Bureau), the September 2021 Current Population Survey Volunteering and Civic Life Supplement (U.S. Census Bureau), and the National Public Opinion Reference Survey (Pew Research Center).
- 3 Center for Applied Research on Work. (2024). Empire State Poll 2024: Employment and Work in New York State. Cornell University School of Industrial and Labor Relations. <https://www.ilr.cornell.edu/sites/default/files-d8/2024-08/ESP-2024-July-2024-Report-Final.pdf>
- 4 Refer to the “Geographic Distribution” section for information on how and why New York State Labor Market Regions (LMRs) were combined for these data breakouts.
- 5 Center for Applied Research on Work. (2024). Empire State Poll 2024: Employment and Work in New York State. Cornell University School of Industrial and Labor Relations. <https://www.ilr.cornell.edu/sites/default/files-d8/2024-08/ESP-2024-July-2024-Report-Final.pdf>
- 6 Center for Applied Research on Work. (2024). Empire State Poll 2024: Employment and Work in New York State. Cornell University School of Industrial and Labor Relations. <https://www.ilr.cornell.edu/sites/default/files-d8/2024-08/ESP-2024-July-2024-Report-Final.pdf>
- 7 Three respondents refused to answer and were excluded from analysis.
- 8 The U.S. Centers for Medicare and Medicaid Services. Full-Time Employee (FTE). HealthCare.gov. Retrieved January 22, 2025, from <https://www.healthcare.gov/glossary/full-time-employee/>
- 9 The Internal Revenue Service. Identifying Full-Time Employees. Retrieved January 22, 2025, from <https://www.irs.gov/affordable-care-act/employers/identifying-full-time-employees>
- 10 New York State Bar Association. LEGALease: Labor and Employment Law. Retrieved March 26, 2025 from <https://nysba.org/legalease-labor-and-employment-law/>
- 11 Bureau of Labor Statistics. (2025). Household Data Not Seasonally Adjusted. U.S. Department of Labor. <https://www.bls.gov/web/empsit/cpseea39.pdf>
- 12 Employed respondents is defined as respondents who indicated that they are employed for pay as well as those working without compensation. (Q9_1-6).
- 13 This number and the figure below represent responses from respondents who indicated that they are employed for pay as well as those working without compensation. Respondents are also included if they selected that they are working even if they also indicated being retired/unemployed.
- 14 This question was posed to and answered by (for all intents and purposes) all ESP respondents, including those who are not employed in the paid workforce.
- 15 Glasmeier, A. K. (2024, February 14). Living Wage Calculation for New York. Living Wage Calculator. <https://livingwage.mit.edu/states/36>

- 16 Methodological note: This analysis includes 1,478 respondents from across New York State. 1,188 respondents were not asked this question due to indicating that they were retired or unemployed; an additional 10 respondents indicated that they are currently employed but did not answer the question and were therefore excluded from the analysis.
- 17 New York Labor Law 196-B requires employers to provide some paid sick leave depending on employer size (organizations that pay independent contractors fall outside this requirement.) Employers with fewer than 5 employees and less than \$1 million in net income must provide up to 40 hours of unpaid sick leave per year.
- 18 When removing independent contractors from the analysis, the proportion reporting no sick time remains similar, at 26.8%. Independent contractors account for less than 2% of the Empire State Poll sample.
- 19 Significance testing was also done to see if benefits differed by gender, however differences in benefit provision were not statistically significant in regard to gender.
- 20 To examine benefit provision by race significance testing on two-way crosstabulations was done via Pearson chi-square.
- 21 To examine benefit provision by race significance testing on two-way crosstabulations was done via Pearson chi-square.
- 22 Hirsch, Barry T., Macpherson, David A., and Even, William E. (2024, January 16). Union Membership, Coverage, and Earnings from the CPS. <https://unionstats.com/>
- 23 Saad, L. (2023, August 30). More in U.S. See Unions Strengthening and Want It That Way. Gallup News. <https://news.gallup.com/poll/510281/unions-strengthening.aspx>
- 24 Schoharie is the only NYS County from which zero residents were successfully recruited for the sample.
- 25 See, for example: Weaver, Russell. "Analyzing the Turnout Gap Between Tenants and Homeowners in the 2022 New York State General Election." High Road Policy 4(1): 1-13. <https://ecommons.cornell.edu/items/f0cdb708-f8de-420d-9e35-d6a097ff7cbb>
- 26 See: New York State Board of Elections. (2024, November 1). NYS Voter Enrollment by County, Party Affiliation and Status. <https://elections.ny.gov/voters-registered-county-11012024>
- 27 See: Cooper, W. (2024, September 16). America's Two-Party System is Failing Us. The Fulcrum. <https://thefulcrum.us/bridging-common-ground/two-party-system>
- 28 In addition to sample source, key weighting indicators included: age, civic engagement, education, gender, internet usage frequency, interview mode, political party identification, race/ethnicity, and region.
- 29 The ESP was calibrated to the American Community Survey 5-Year 2018-2022 Estimates (U.S. Census Bureau), the 2023 Current Population Survey (U.S. Census Bureau), the September 2021 Current Population Survey Volunteering and Civic Life Supplement (U.S. Census Bureau), and the National Public Opinion Reference Survey (Pew Research Center).

Key ILR Institutes and Programs Impacting New York State:

ILR Buffalo Co-Lab

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The [*Cornell ILR Buffalo Co-Lab*](#) continues to play a leading role in Buffalo's resurgence with a more equitable economy. By partnering with Western New York businesses, unions, government, education and community organizations, the Buffalo Co-Lab impacts New Yorkers statewide through workplace health and safety programs, economic development and labor research, immersion experiences for students and many other initiatives.

ILR CAROW

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The [*Center for Applied Research on Work*](#) exists to connect research on work with the practice of putting it to use. We support member institutes and affiliated faculty and students in their efforts to take insights about work, labor and employment and share them broadly. We are uniquely placed to seed innovative research that puts academic study into practice.

ILR CJI

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The [*Climate Jobs Institute*](#) is guiding New York and the nation's transition to a strong, equitable and resilient clean energy economy that tackles the climate crisis, creates high-quality jobs, confronts race and gender inequality, and builds a diverse and inclusive workforce.

ILR Ithaca Co-Lab

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The [*ILR Ithaca Co-Lab*](#) mobilizes students and research to tackle policy challenges in the local region. These include fighting unemployment, winning a living wage, overcoming disadvantage in the job market and organizing for worker voice in the workplace.

ILR LEL

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The [*Labor and Employment Law Program*](#) is a workplace law hub. We educate lawyers, legislators, employers and employees on the latest legal issues in the workplace. We inform tomorrow's research, policy and litigation. LEL houses the Cannabis Workforce Initiative, High Road NYC, the Criminal Justice and Employment Initiative, and Employee Relations and Internal Investigations programs.

ILR Scheinman Institute

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The *Scheinman Institute* combines the academic depth of faculty in conflict/dispute resolution, employee relations and labor relations with the practical knowledge of leading practitioners in the field to provide intensive skill development for individuals and best practices for organizations.

The institute trains more students in mediation and arbitration than any other school in the United States.

ILR Worker Institute

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The Worker Institute engages in research and education on contemporary labor issues to generate innovative thinking and solutions to problems related to work, economy and society. The institute brings together researchers, educators and students with practitioners in labor, business and policymaking to confront growing economic and social inequalities, in the interests of working people and their families. A core value of the Worker Institute is that collective representation and workers' rights are vital to a fair economy, robust democracy and just society.

ILR Yang-Tan Institute

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The *Yang-Tan Institute on Employment and Disability* works to advance the inclusion and full participation of people with disabilities in the workplace and community. Our research, training and technical resources expand knowledge about disability inclusion, leading to positive change.



ILR School

Established by the New York State Legislature in 1945, the New York State School of Industrial and Labor Relations at Cornell University is the world's leading college of the applied social sciences focusing on work, labor and employment. It is guided by a commitment to social and economic justice and to improving the lives of New York's working people.

With offices in New York City, Buffalo, and Ithaca, Cornell ILR Outreach provides research, reports, education and training for New York's workers, unions, employers and government. It serves as a valuable resource for New York's policymakers to advance equitable workplaces and well-informed public policy.

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