

# THE **FALL 2025** NEW YORK STATE **EMPLOYERS** **SURVEY**



**The  
Business  
Council**

The voice of business and  
employers in New York State  
for over 100 years.

By: The Business Council  
of New York State, Inc.

## President's Summary

Private-sector employers say the cost of healthcare is the most important challenge they face this Fall and the top issue they wish the state government would help them address. While healthcare remains a significant concern, businesses are still dealing with current and unknown implications from tariffs.

### TARIFFS

This year has been an uncertain one for businesses as tariffs have been threatened, imposed, scaled back, and reinstated through 2025. With many of our members being in the manufacturing industry and sharing a border with Canada, a majority of our respondents, 53% said they are concerned about tariffs or retaliatory tariffs from other countries where they do business. Almost the same amount, just under half those polled said that tariffs have already raised the costs of doing business, and a quarter said they have disrupted the supply chain. But despite the uncertainty, a majority of businesses say they have not yet taken steps to mitigate the expected costs of tariffs or plan to take steps to mitigate those costs.

### HEALTHCARE

The most recent Fall survey showed employers are concerned about the cost of healthcare for their employees. More than 20% said healthcare costs are the most important challenge they face, and the issue was the number one issue businesses wished the state would do to help private sector employers. The survey comes just a few months after President Trump signed the Big Beautiful Bill and after warnings from political leaders and pundits that healthcare costs in New York State would be impacted by the bill.

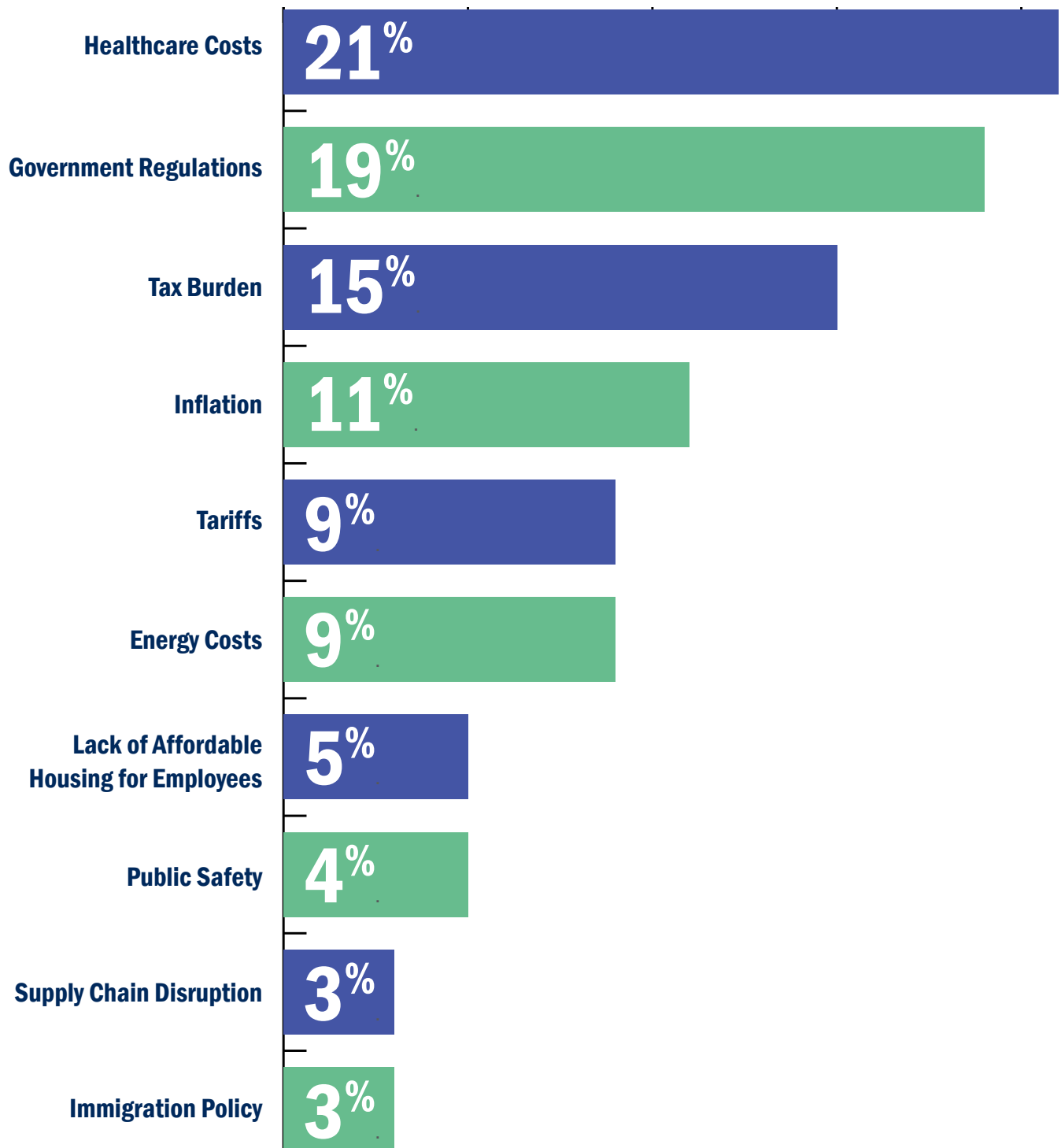
### TAXES & REGULATIONS

34% calling them the most important challenge and 42% saying it's the one area where state government could help private sector businesses. Employers consistently say the high costs of doing business in New York prevent them from expanding, and this survey was no different, with 73% saying they do not plan expansion in the next year, with 42% saying they expect their business to remain flat over the next six months.

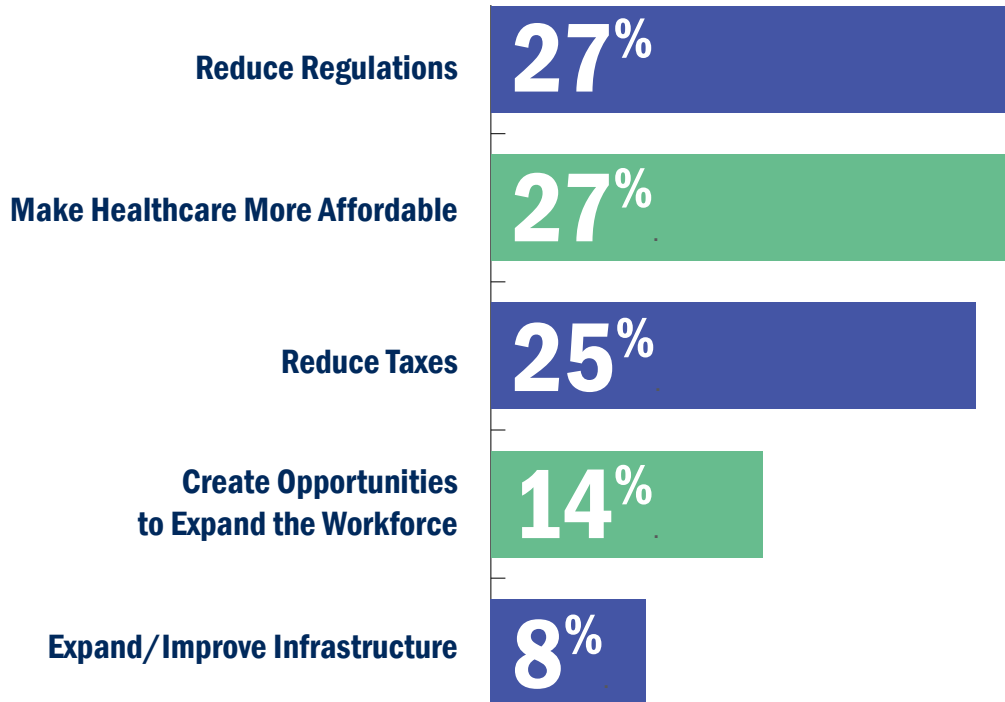
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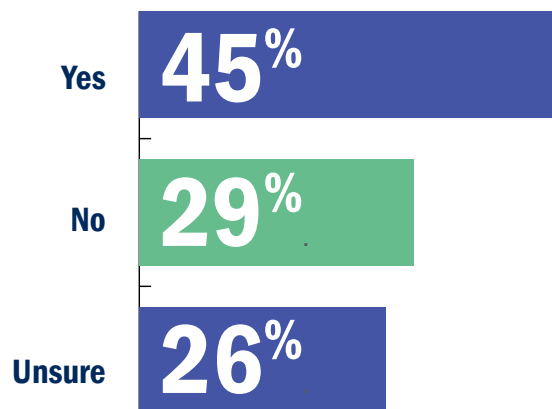
# In your opinion, what are the most important challenges facing your business today?



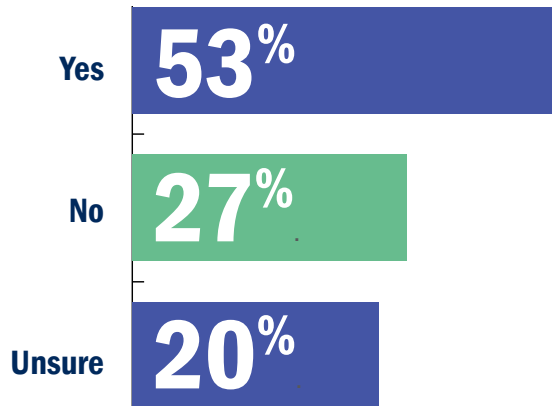
## What is one thing **state government** could do to **help** your business?



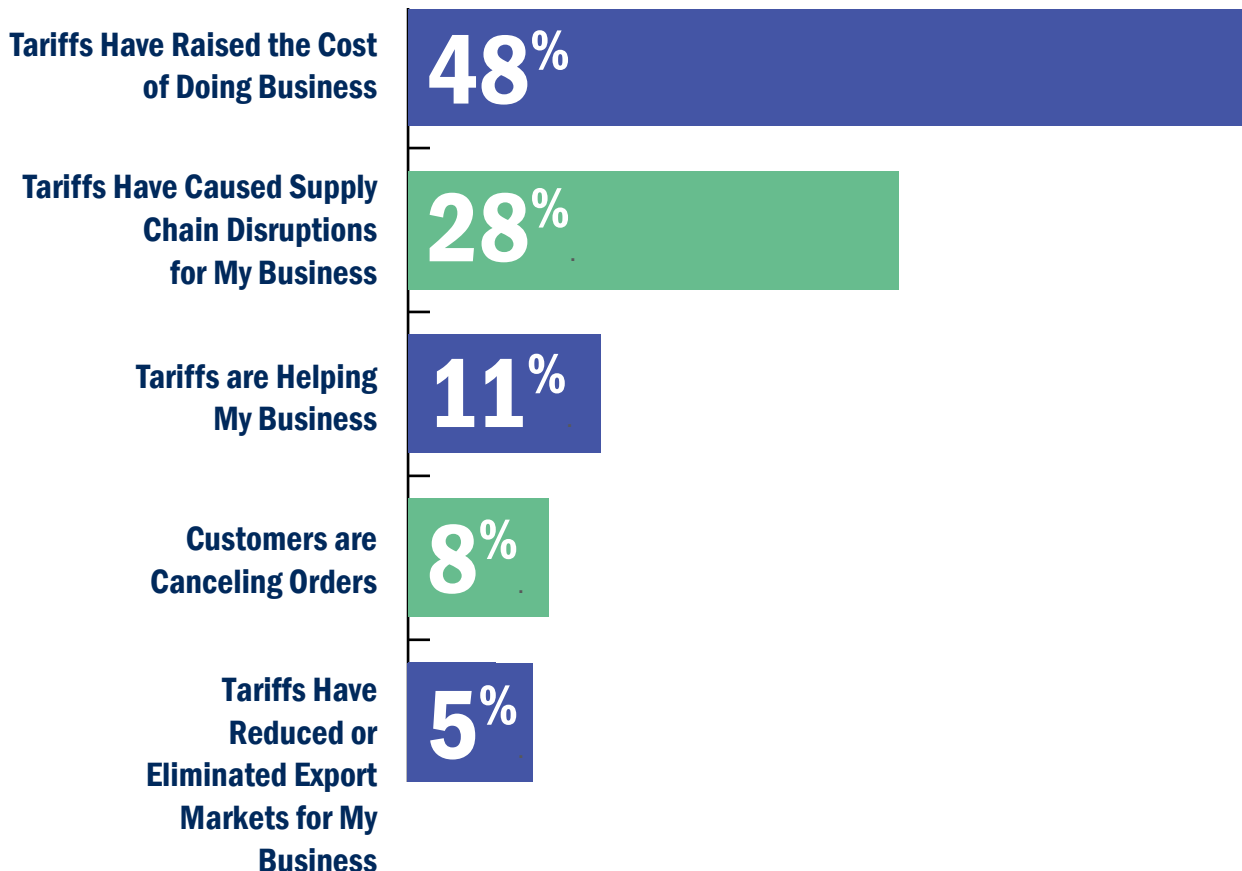
## Do you expect the **New York economy** to enter a **recession** in the next year?



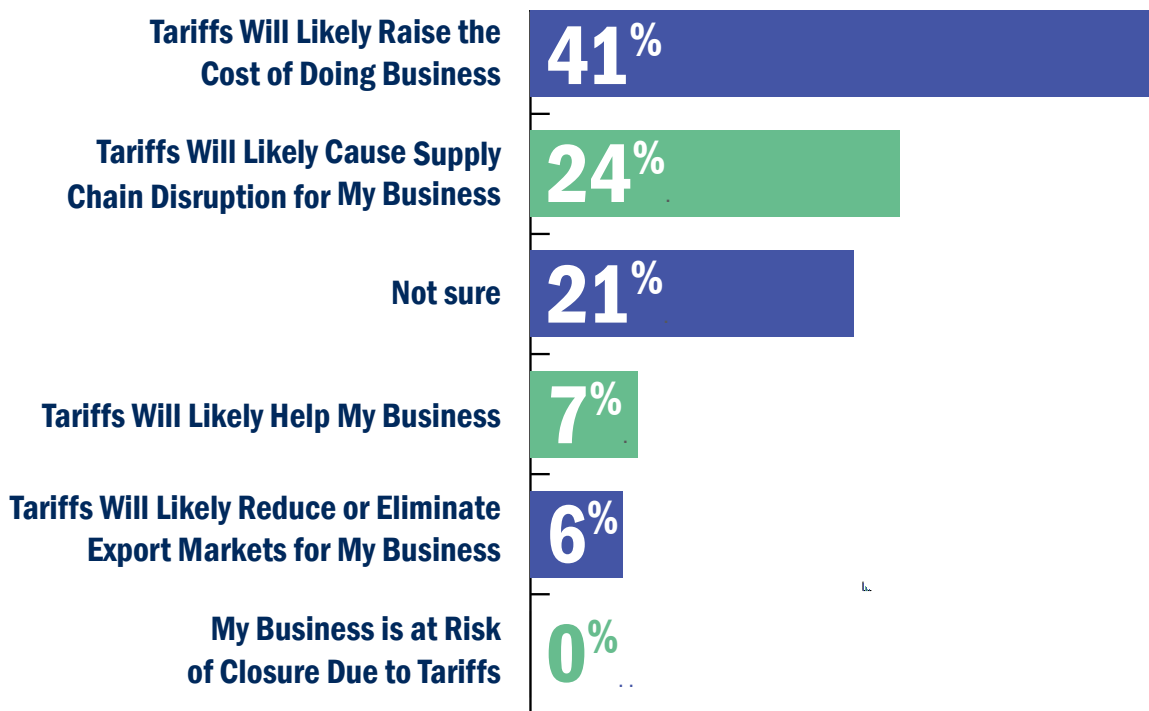
# Are you concerned that potential tariffs/retaliatory tariffs could negatively impact your business?



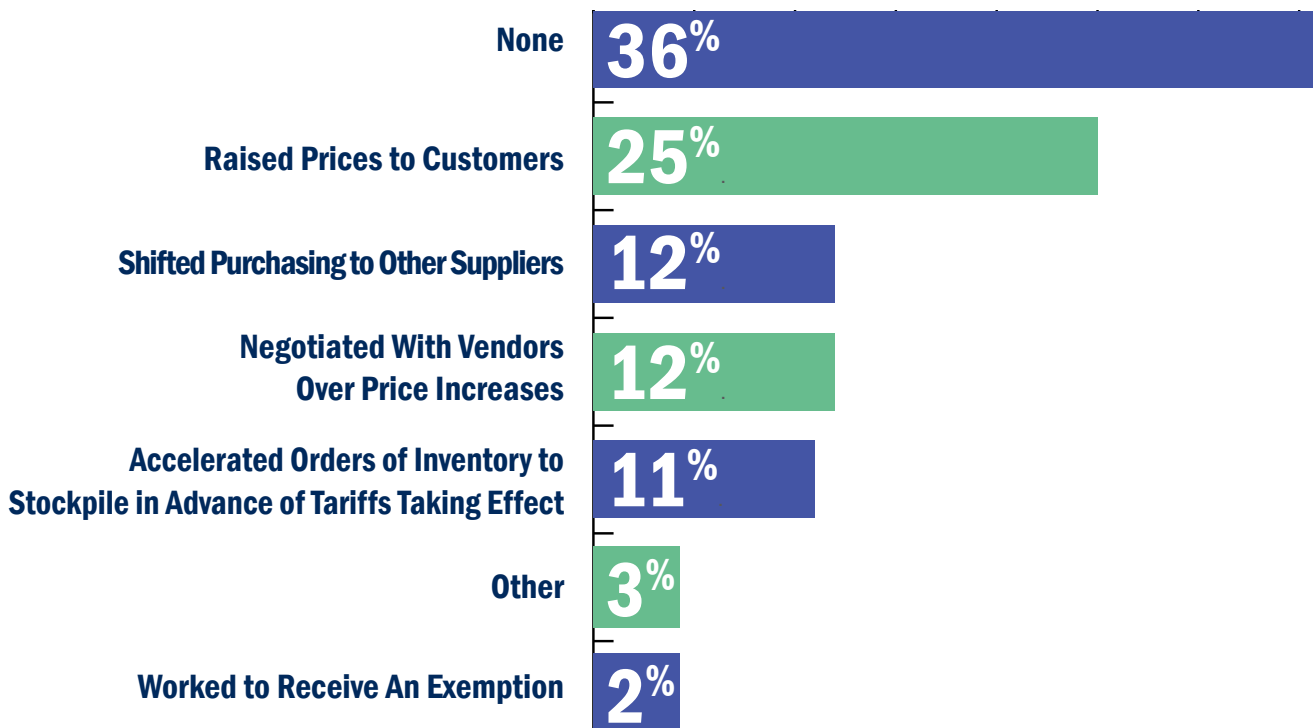
# How have tariffs affected your business?



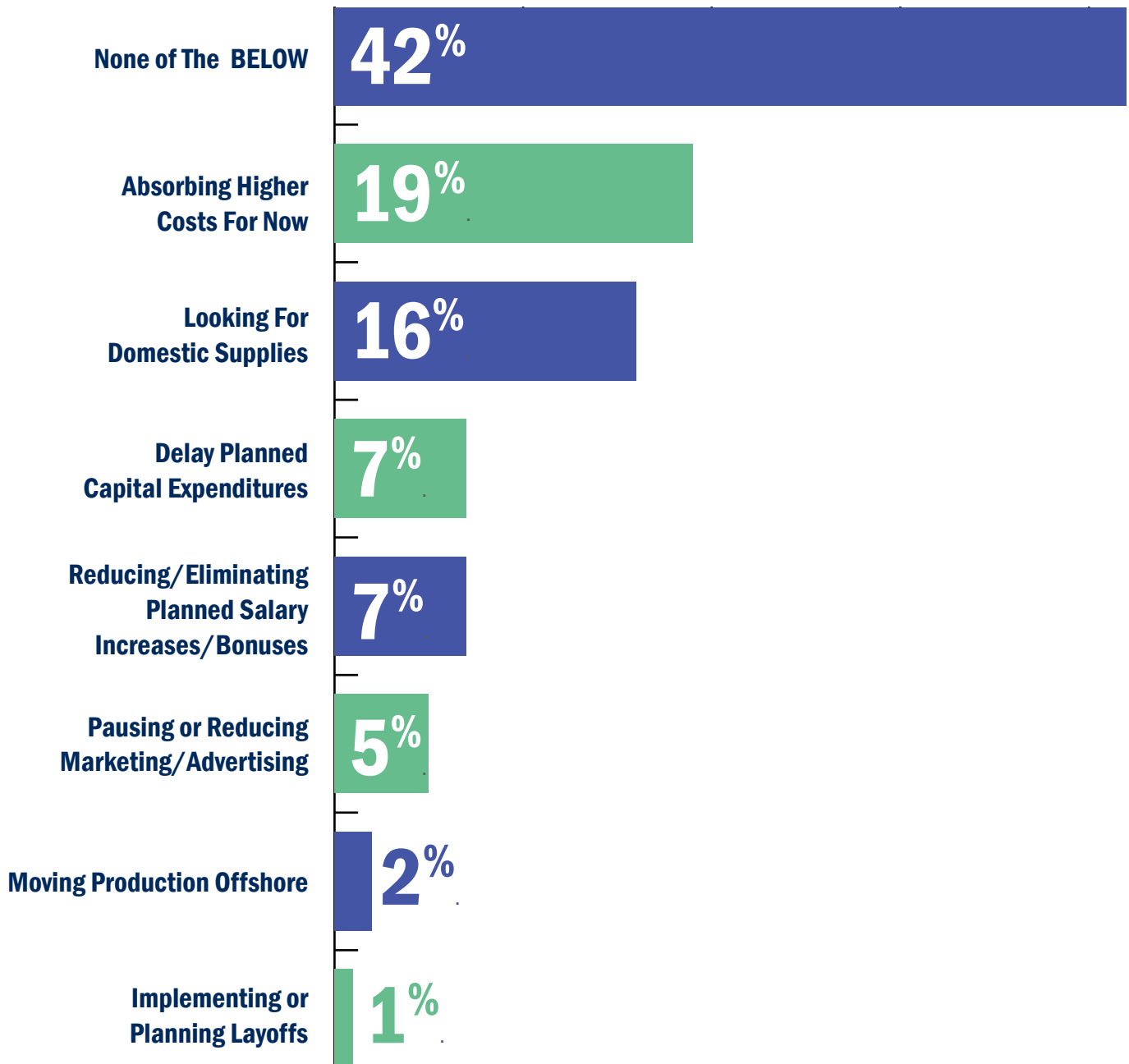
# Looking ahead, how do you expect tariffs will impact your business?



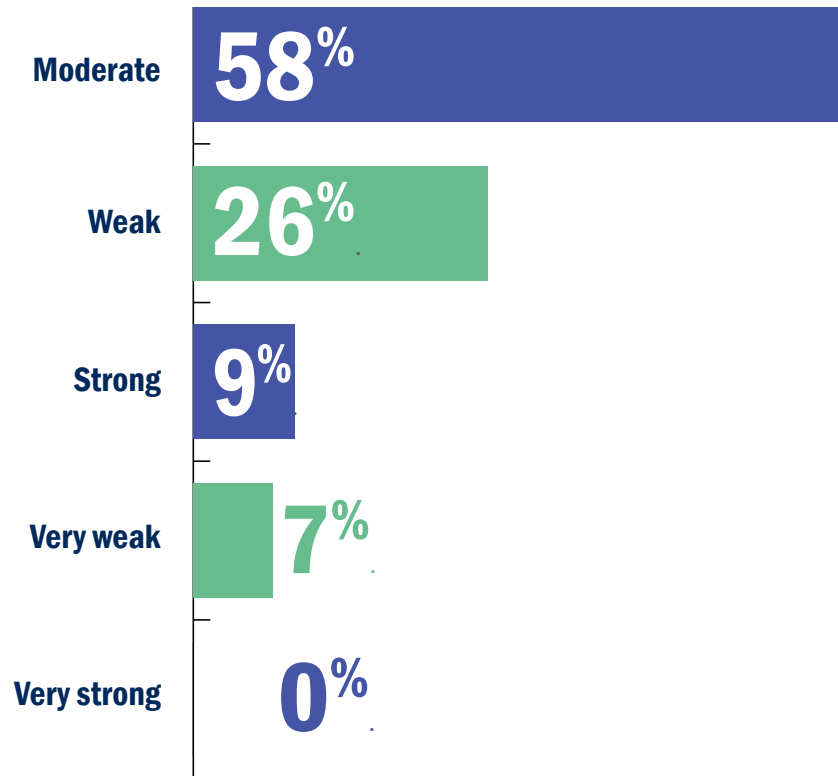
# What steps have you taken to mitigate the impacts of tariffs on your business?



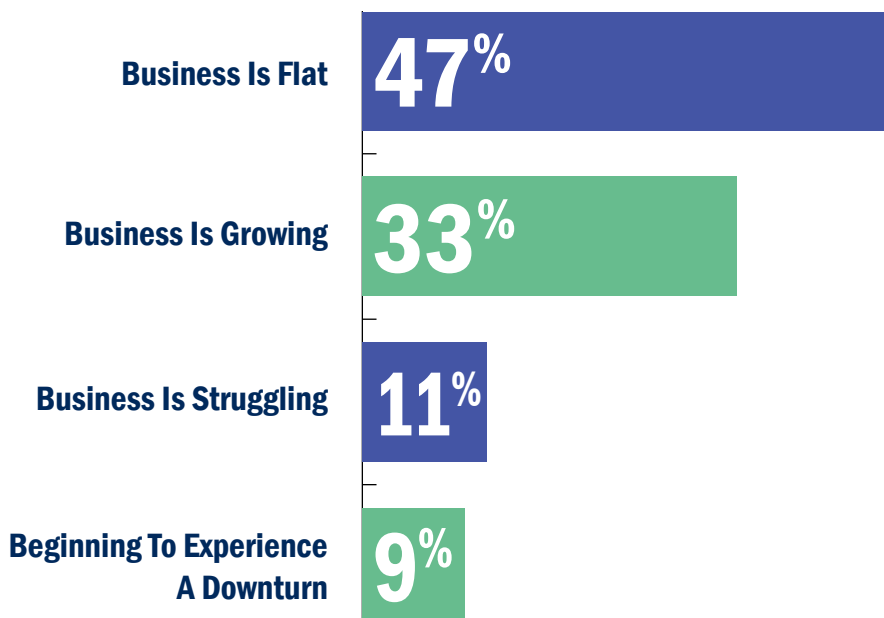
# What kind of **business decisions** are you considering taking in response to the **impact of tariffs** on your business?



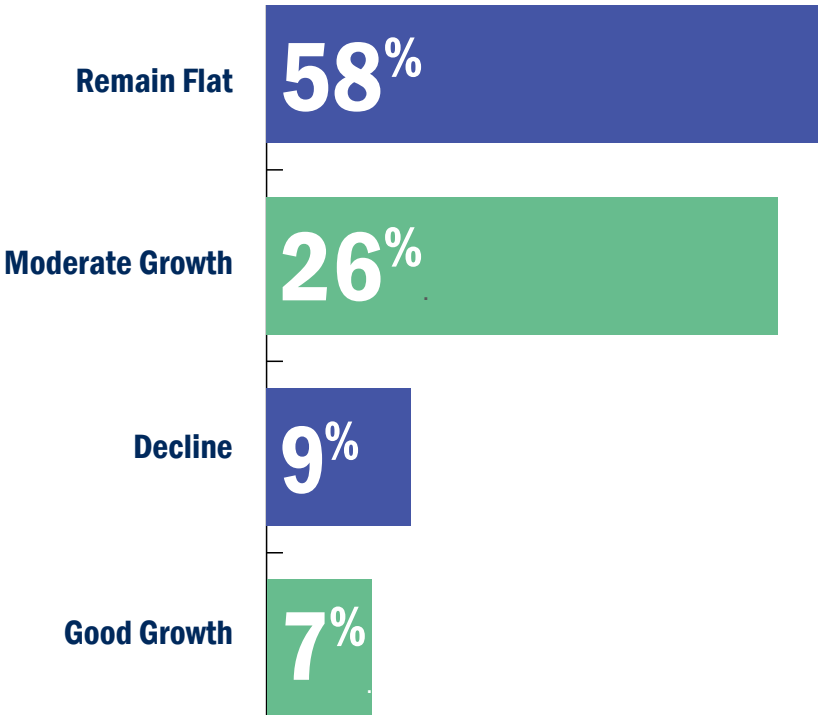
## How would you **rate** the current New York State **economy**?



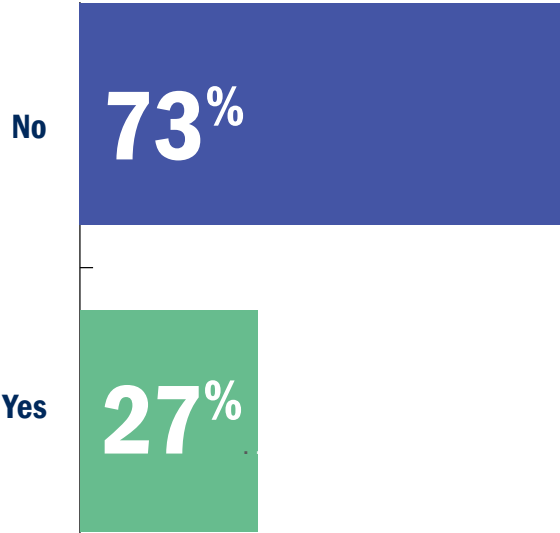
## How **healthy** would you say your **business** is at this moment?



# In the next six months, will your business experience...



# Does your company plan to expand in New York in the next year or two?



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