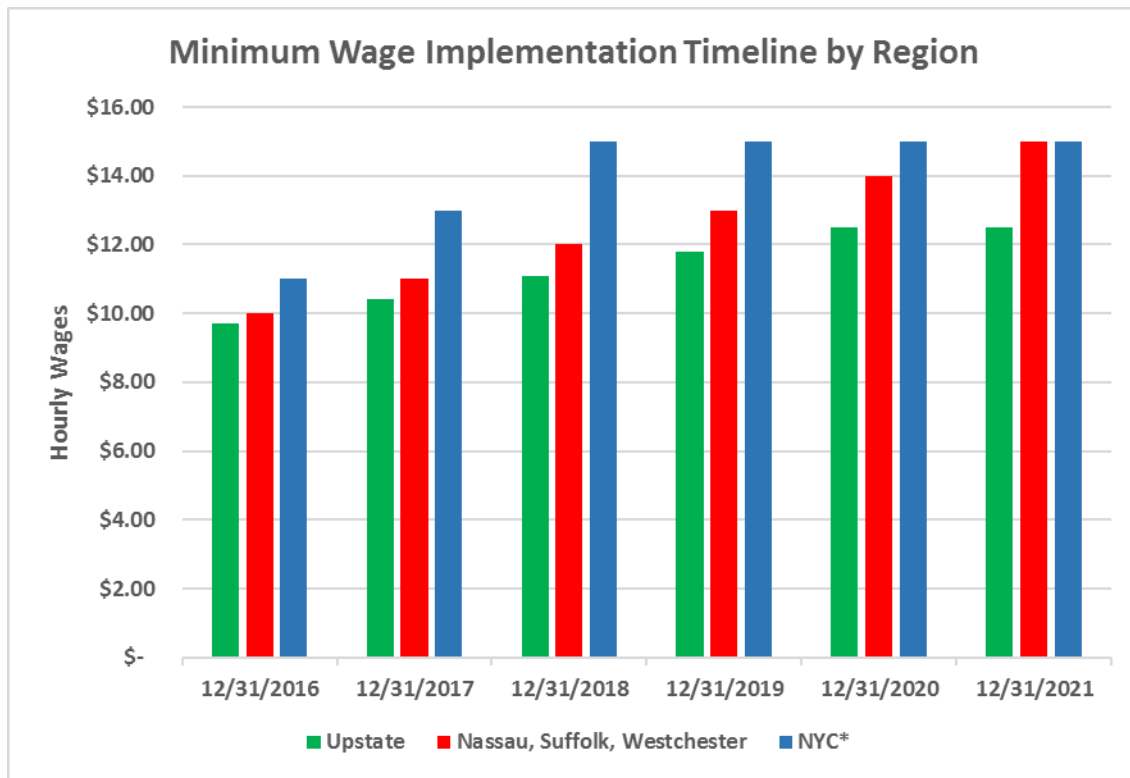


Welcome to Summer. Here is the hot issue when NYS passed its budget back on April 1st. While many people have heard about the minimum wage increases and the eventual phase in to \$15.00 there were other components such as paid family leave that will impact businesses and some additional deductions for employees.

Minimum Wage

After much debate, the Legislature adopted a new minimum wage for New York State that includes different scheduled increases for different parts of the state.



*Businesses with 10 or fewer employees have until the end of 2019

Thereafter, on each following December 31st, 2020 a wage will be published by the Commissioner of Labor determined by the Director of the Budget in consultation with the Commissioner, totaling no more than fifteen dollars, where the percentage increase shall be based on a variety of indices selected to determine the state of the economy and the appropriateness of subsequent minimum wage increases.

In addition, the wage for an employee who is a food service worker receiving tips shall be a cash wage of at least two-thirds of the minimum wage rates in effect for each region. As part of this agreement, the Governor is precluded from using wage board authority to implement a higher minimum wage than provided for in this implementation schedule; the agreement also authorized the Department of Labor to modify the fast food wage order to conform with this minimum wage schedule.

Minimum Salary Legislation

If you have salaried employees, you may want to review the link below on the federal labor law that was passed increasing federal salaried minimum wage from \$455/week to \$913/wk which will take effect December 1, 2016.

[Final Rule to Update Regulations Defining Salaries](#)