

Legislative Blast **January 2016***

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NEW YORK WAGE INCREASES BECAME EFFECTIVE ON DECEMBER 31, 2015

A. Exempt Employee Salary Minimums:

The minimum salary required for employees falling within the executive and administrative exemptions increased to \$675.00 per week. The previous amount was \$656.25 per week.

B. Minimum Wage for Non-Fast Food and Non-Tipped Employees:

The minimum wage increased to \$9.00 from \$8.75 per hour for most employees in New York State. Different rates apply to fast food employees. Also, different rules apply to tipped employees. New York Governor Cuomo is campaigning to increase the minimum wage for all employees in New York State to \$15.00 per hour, and is taking action to increase the minimum wage for employees who work in certain State jobs and State University positions.

The Department of Labor's minimum wage poster accompanies this Legislative Blast, and can be found at the following website: <http://www.labor.state.ny.us/formsdocs/wp/LS207.pdf>.

C. Minimum Wage for Fast Food Employees:

The minimum wage rate for fast food employees is \$10.50 per hour in New York City and \$9.75 outside New York City. A fast food employee is anyone who works at a fast food establishment "where such person's job duties include at least one of the following: customer service, cooking, food or drink preparation, delivery, security, stocking supplies or equipment, cleaning, or routine maintenance." A fast food establishment is defined as: "a business that primarily serves food or drinks, offers limited service where customers order and pay before eating, and is part of a chain of 30 or more locations." These rates will increase over time until they reach \$15.00 per hour.

D. Minimum Wage for Tipped Employees:

Tipped workers in the hospitality industry may be paid \$7.50 per hour if they earn at least \$1.50 per hour in tips. No tip credit is available in the building service industry. Service workers in other industries may be paid a minimum rate of \$6.80 per hour if they receive at least \$2.20 per hour in tips, or a minimum rate of \$7.65 if they receive between \$1.35 and \$2.20 per hour in tips.

* MVSHRM's January 2016 Legislative Blast is edited by Joseph A. DeTraglia, Esq. of the Utica, New York law firm Getnick Livingston Atkinson & Priore, LLP, who serves as MVSHRM's Legislative Committee Chairperson and as a Past President of the Oneida County Bar Association. He can be reached at 315-797-9261 or at jdetraglia@getnicklivingston.com.