



Minimum Wage Rates Effective 12/31/2019

Minimum Wage Increase

Effective December 31, 2019, the following minimum wage will be in effect in New York State:

- Workers in NYC employed by large business (at least 11 employees) - \$15.00
- Workers in NYC employed by small business (10 employees or fewer) - \$15.00
- Workers in Long Island and Westchester Counties - \$13.00
- Workers in all other areas of the state - \$11.80

For more information on these minimum wage changes go to: <https://www.ny.gov/new-york-states-minimum-wage/new-york-states-minimum-wage>

For tipped food service and hospitality workers, please go to: <https://labor.ny.gov/formsdocs/wp/Part146.pdf>

Department of Labor Wage and Hour Division Update

Per the US Department of Labor's recently published final ruling, effective January 1, 2020, the minimum salary required to be exempt from overtime increases from \$455 to \$684 per week (\$35,568 per year) for the administrative, professional and executive exemptions. The ruling also permits employers to use nondiscretionary bonuses, incentive payments and commissions that are paid at least annually, to satisfy up to 10% of the minimum salary requirement. The total annual compensation requirement for the "highly compensated employee" exemption increases from \$100,000 to \$107,432 per year.

For more information about the DOL's ruling, please visit their websites:

https://www.dol.gov/whd/overtime_pay.htm
<https://www.dol.gov/whd/overtime2019/index.htm>

***In observance of Thanksgiving our office will be closed November 27 - 29.
We wish you and your loved ones a Happy Thanksgiving.***

