

# NYS HR Law Updates – April 13, 2026

## 1. Ban on Credit Checks in Employment **Effective:** April 18, 2026

- Employers **cannot use or request credit history** for hiring, promotion, discipline, or compensation decisions (with limited exceptions).
- Aligns NYS with jurisdictions restricting financial-based discrimination.

### **HR Impact:**

- Remove credit check steps from hiring workflows
  - Update background screening vendor policies
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## 2. Minimum Wage & Salary Threshold Increases (2026)\*\*

- **Effective:** January 1, 2026
- Minimum wage:
  - \$17/hr (NYC, Long Island, Westchester)
  - \$16/hr (rest of NYS)
- Exempt salary thresholds increased (approx. \$66,300 / \$62,353 annually depending on region).

### **HR Impact:**

- Reclassify employees if below salary thresholds
  - Adjust payroll budgets and compensation bands
  - Audit exempt vs. non-exempt classifications
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\*References: Cooley -March 17, 2026

\*\*K&L Gates – February 10, 2026