

## Legislative Update JANUARY 2025\*

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### **NEW YORK MINIMUM WAGE AND MINIMUM SALARY REQUIREMENTS IN 2025**

The New York State Department of Labor is reminding employers that effective January 1, 2025, New York's minimum wage has increased to \$16.50 per hour in New York City, Westchester and Long Island, and \$15.50 per hour for the rest of the State. This increase is the continuation of a multi-year plan to increase the minimum wage. In 2026, the minimum wage will increase by \$0.50 per hour. In 2027, it will increase annually at a rate determined by the Consumer Price Index.

To help inform businesses and employees about minimum wages, the NYSDOL has several resources available on its website, including the Minimum Wage Lookup tool located at [https://ux.labor.ny.gov/minimum-wage-lookup/?utm\\_medium=email&utm\\_source=govdelivery](https://ux.labor.ny.gov/minimum-wage-lookup/?utm_medium=email&utm_source=govdelivery).

Hospitality employer minimum wage rates in 2025 may vary for tipped service employees and for tipped food service workers based on tip credits. The cash wage for tipped service employees in New York City, Westchester and Long Island has increased to \$13.75, with a corresponding tip credit of \$2.75. The cash wage for tipped service employees in the rest of the State has increased to \$12.90, with a corresponding tip credit of \$2.60. For tipped food service workers in New York City, Westchester and Long Island, the cash wage has increased to \$11.00, with a corresponding tip credit of \$5.50. The cash wage for tipped food service workers in the rest of the State has increased to \$10.35, with a corresponding tip credit of \$5.15.

A NYSDOL minimum wage overview chart which includes wages rates for tipped service employees and tipped food service workers can be found at [https://dol.ny.gov/minimum-wage-0?utm\\_medium=email&utm\\_source=govdelivery](https://dol.ny.gov/minimum-wage-0?utm_medium=email&utm_source=govdelivery).

If you have any questions about how New York State's minimum wage laws impact your business, the NYSDOL invites you to contact the agency by phone at 1-888-4-NYSDOL (1-888-469-7365).

With respect to minimum salary level requirements for employees who are determined to be exempt from overtime payments under New York State's executive or administrative exemptions, the minimum salary level increased effective January 1, 2025 to \$1,237.50 per week in New York City, Westchester and Long Island, and increased to \$1,161.65 per week for the rest of the State.

Source: New York State Department of Labor (NYSDOL)

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\* MVSHRM's January 2025 Legislative Update is edited by Joseph A. DeTraglia, Esq., a labor and employment attorney with the Utica, New York law firm Joseph A. DeTraglia, Esq., P.C., who serves as MVSHRM's Legislative Committee Chairperson and as a Past President of the Oneida County Bar Association. He can be reached at 315-790-8822 or at JD@DeTragliaLawFirm.com.