



e-Alert – Action Required: Changes made to New York’s Minimum Wage and Paid Family Leave

Minimum wage details

Minimum wages in New York were increased effective December 31, 2018.

IMPORTANT: Review your hourly and salaried employees’ wages to ensure you are meeting the minimum requirements. If not, please make immediate updates.

New Hourly Rates		New Salary Rates	
State’s Base Minimum Wage (outside of Nassau, Suffolk, and Westchester counties or NYC)	\$11.10	State’s Base Minimum Wage (outside of Nassau, Suffolk, and Westchester counties or NYC)	\$832 per week \$43,264 annually
Employer with employees who work in Nassau, Suffolk, and Westchester counties	\$12.00	Employer with employees who work with Nassau, Suffolk, and/or Westchester counties	\$900 per week \$46,800 annually
Large employer (11 or more employees) with employees who work in New York City	\$15.00	Large employer (11 or more employees) with employees who work in New York City	\$1,125 per week \$58,500 annually
Smaller employer (10 or fewer employees) with employees who work in New York City	\$13.50	Small employer (10 or fewer employees) with employees who work in New York City	\$1,012.50 per week \$52,650 annually

Paid Family Leave details

Effective January 1, 2019, paid family leave in New York was extended and contribution rates were changed. The number of weeks of paid, job-protected leave for eligible employees has increased to 10 weeks and wage replacement benefits will increase to 55 percent of the employee’s average weekly wage, up to a cap of 55% of the state Average Weekly Wage. Payroll-processed checks with a 2019 date will now automatically calculate at 0.153% of an employee’s gross wages.

If you need further information on the minimum wage and paid family leave changes, please [click here](#).

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