

# 2025 NEW YORK

## New Laws & Regulations

### AN OVERVIEW FOR EMPLOYERS

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#### HIGHER MINIMUM WAGE

New York City became the state's first jurisdiction with a \$16-per-hour minimum wage on Jan. 1. The new pay floor applies to employers with at least 11 employees.



#### WAGE THEFT HOTLINE

As part of the minimum wage law, New York will launch a Wage Theft Hotline, 1-888-4-NYSDOL. Workers will be able to call and report employers who don't comply.



#### SEXUAL HARASSMENT TRAINING

By April, city employers with at least 15 workers will be required to run annual SH trainings. Visit our resources page here: [staffleasing-peo.com/ny-sexual-harassment/](https://staffleasing-peo.com/ny-sexual-harassment/)



#### TIP CREDIT INCREASE

As of December 2018, hospitality employers will see various increases in the tip credit that can be taken against an employees' minimum hourly wage.



#### CALL-IN SCHEDULING

In December 2018, revised regulations were published on employer scheduling practices which require certain fast food and retail employers to pay employees a "premium" for certain schedule practices.



#### SALARY THRESHOLD INCREASE

Effective December 2018, the salary basis threshold for executive and administrative employees to be classified as exempt will see various increases based on county.



NEED ADVICE ON HOW TO STAY COMPLIANT?

We're here to help. Call (315) 641-3600.