

Employment Law

Below is a chart which illustrates the wage schedules:

Effective Date	Region	Wage Board Minimum Wage Schedule (<i>Fast-Food Workers</i>)	Statute (<i>Tipped Employees</i>) – 2/3 of statutory Minimum Wage. New Schedule Takes Effect on 12/31/16	Statute (<i>All Employees</i>) – New Schedule Takes Effect on 12/31/16
12/31/15	NYC	\$10.50	\$7.50	\$9.00
	Long Island/Westchester	\$9.75	\$7.50	\$9.00
	Upstate	\$9.75	\$7.50	\$9.00
12/31/16	NYC (less than 11 employees)	\$12.00	\$7.50	\$10.50
	NYC (11 or more employees)	\$12.00	\$7.50	\$11.00
	Long Island/Westchester	\$10.75	\$7.50	\$10.00
	Upstate	\$10.75	\$7.50	\$9.70
12/31/17	NYC (less than 11 employees)	\$13.50	\$8.00	\$12.00
	NYC (11 or more employees)	\$13.50	\$8.66	\$13.00
	Long Island/Westchester	\$11.75	\$7.50	\$11.00
	Upstate	\$11.75	\$7.50	\$10.40
Effective Date	Region	Wage Board Minimum Wage Schedule (<i>Fast-Food</i>	Statute (<i>Tipped Employees</i>) – 2/3 of	Statute (<i>All Employees</i>) – New Schedule Takes Effect on

		<i>Workers)</i>	statutory Minimum Wage. New Schedule Takes Effect on 12/31/16	12/31/16
12/31/18	NYC (less than 11 employees)	\$15.00	\$9.00	\$13.50
	NYC (11 or more employees)	\$15.00	\$10.00	\$15.00
	Long Island/Westchester	\$12.75	\$8.00	\$12.00
	Upstate	\$12.75	\$7.50	\$11.10
12/31/19	NYC (less than 11 employees)	\$15.00	\$10.00	\$15.00
	NYC (11 or more employees)	\$15.00	\$10.00	\$15.00
	Long Island/Westchester	\$13.75	\$8.66	\$13.00
	Upstate	\$13.75	\$7.86	\$11.80
12/31/20	NYC (less than 11 employees)	\$15.00	\$10.00	\$15.00
	NYC (11 or more employees)	\$15.00	\$10.00	\$15.00
	Long Island/Westchester	\$14.50	\$9.33	\$14.00
	Upstate	\$14.50	\$8.33	\$12.50
12/31/21	NYC (less than 11 employees)	\$15.00	\$10.00	\$15.00
	NYC (11 or more employees)	\$15.00	\$10.00	\$15.00
	Long Island/Westchester	\$15.00	\$10.00	\$15.00
	Upstate	\$15.00	\$8.33	\$12.50 (potential to increase to \$15 on an indexed schedule to be set by the Director of

				the Division of Budget in consultation with the Department of Labor)
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Amount of Leave Benefits

Paid family leave benefits will be phased in starting in January 2018, according to the following schedule:

Effective Date	Number of weeks of leave that may be taken within any 52-week calendar period	Amount of paid leave
January 1, 2018	8 weeks	50% of the employee's weekly pay, capped at 50% of the New York State Average Weekly Wage. The State Average Weekly Wage for 2015 was \$1,296.48.
January 1, 2019	10 weeks	55% of weekly pay, capped at 55% of the State Average Weekly Wage.
January 1, 2020	10 weeks	60% of weekly pay, capped at 60% of the State Average Weekly Wage.
January 1, 2021	12 weeks	67% of weekly pay, capped at 67% of the State Average Weekly Wage.