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Client Alert

New York Compliance Update Year End 2024

DISCRIMINATION PROHIBITIONS ADDED TO STATE CONSTITUTION

WHAT'S NEW: New York voted to amend the state constitution to prohibit discrimination based on a variety of protected characteristics. These protections are not new for NY Employees, they were provided for under the state human rights laws. However, this amendment makes them part of the equal rights protections of the state constitution.

WHAT IT MEANS: New York voted to amend the state constitution to prohibit discrimination based on the following protected characteristics:

- ethnicity,
- national origin,
- age,
- disability, and
- sex, including sexual orientation, gender identity, pregnancy, pregnancy outcomes, and reproductive healthcare and autonomy

WHAT EMPLOYERS SHOULD DO: New York employers should review their Equal Employment Opportunity policies and update them to include the protected characteristics above.

INCREASES TO MINIMUM WAGE AND SALARY THRESHOLDS

REMINDER: New York minimum wage and salary thresholds for overtime exemptions increase on January 1, 2025.

WHAT IT MEANS: Effective January 1, 2025, the minimum wage and salary thresholds for overtime exemptions increase as follows:

NYC, Long Island, and Westchester County:

- Minimum wage will be $16.50/hour.
- Salary threshold for overtime exemptions will be $1,237.50/week or $64,350/year.

The rest of New York State:

- Minimum wage will be $15.50/hour.
- Salary threshold for overtime exemptions will be $1,161.65/week or $60,405.80/year.

WHAT EMPLOYERS SHOULD DO: Employers should review their employees' pay to ensure compliance. Specifically, employers should:

1. Ensure all employees make at least the applicable minimum wage or increase the employees' hourly pay to meet the applicable minimum wage by January 1, 2025.
2. Ensure exempt employees make the applicable salary threshold, increase the employees' salary to meet the salary threshold, or reclassify the employees who do not meet the new threshold as non-exempt and pay them hourly.

Please contact your payroll specialist to make any changes to employee pay or classification.

Please reach out to your Engage Human Resources Partner if you have any questions concerning this alert or other H.R.-related matters.