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September 14, 2018

**REMINDER: EXEMPT SALARY THRESHOLDS INCREASE ON DECEMBER 31**

New York City employers should note that the exempt salary threshold will increase effective December 31 to \$1,125 per week (or \$58,500 per year) for “large employers” with at least 11 employees, and to \$1,012.50 per week (or \$52,650 per year) for “small employers” with fewer than 11 employees. There are no foreseeable increases for large employers after that, but the exempt salary threshold for small employers will increase one more time, effective December 31, 2019, to match the large employer exempt salary threshold of \$1,125 per week (or \$58,500 per year). Employees whose weekly salary does not meet or exceed the salary threshold will be eligible for overtime pay regardless of their job duties.

*You can learn more and ask questions at our upcoming Webinar for Wise Employers: Overtime: Is Your Nonprofit at Risk? on September 20, 2018. Register here: [www.lawyersalliance.org/workshops\\_descriptions.php#518](http://www.lawyersalliance.org/workshops_descriptions.php#518)*

The minimum wage is also increasing at the same time: to \$15 an hour for large employers, and \$13.50 an hour for small employers.

Note that the salary thresholds and minimum wage in other parts of the state will also increase but are lower than in New York City.

More complete information on the changes to New York State minimum wage and exempt salary thresholds can be found here:

[http://lawyersalliance.org/pdfs/news\\_legal/Pay\\_Attention\\_to\\_Pay\\_Practices\\_Legal\\_Alert\\_update\\_d\\_Sept\\_2017\\_FINAL.pdf](http://lawyersalliance.org/pdfs/news_legal/Pay_Attention_to_Pay_Practices_Legal_Alert_update_d_Sept_2017_FINAL.pdf)

*This alert is meant to provide general information only, not legal advice. If you have any questions about this alert please contact Judith Moldover at (212) 219-1800 ext. 250 or visit our website at [www.lawyersalliance.org](http://www.lawyersalliance.org) for further information.*

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