

Legislation

New York State's Minimum Wage

New York State's Minimum Wage

As part of the 2016-17 State Budget, Governor Cuomo signed legislation enacting a statewide \$15 minimum wage plan that will lift the earnings of more than 2.1 million New Yorkers, in all industries across the state. The Governor's plan takes the needs of workers and businesses alike into account.

As of December 31, 2016, the first in a series of wage increases will go into effect. Rates will differ based on region and industry because the increases are calibrated to provide businesses ample time to adjust.

General Minimum Wage Rate Schedule

Location	12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	2021*
NYC - Big Employers (of 11 or more)	\$11.00	\$13.00	\$15.00			
NYC - Small Employers (10 or less)	\$10.50	\$12.00	\$13.50	\$15.00		
Long Island & Westchester	\$10.00	\$11.00	\$12.00	\$13.00	\$14.00	\$15.00
Remainder of New York State Workers	\$9.70	\$10.40	\$11.10	\$11.80	\$12.50	*

* Annual increases for the rest of the state will continue until the rate reaches \$15 minimum wage (and \$10 tipped wage). Starting 2021, the annual increases will be published by the Commissioner of Labor on or before October 1. They will be based on percentage increases determined by the Director of the Division of Budget, based on economic indices, including the Consumer Price Index.

*[Tipped food service workers](#) rate is unchanged at \$7.50 until 12/31/2017.

2020 Contribution Limits

IRS contribution rate schedules

	2020	2019
401(K) Deferral Limit	\$ 19,500.00	\$ 19,000.00
Catch-up Limit (50 and older)	\$ 6,500.00	\$ 6,000.00
401(K) Annual Comp limit		\$ 280,000.00
Highly Compensated	\$ 130,000.00	\$ 125,000.00
Highly compensation cap	\$ 285,000.00	\$ 280,000.00
H S A		
Single	\$ 3,550.00	\$ 3,500.00
Employee plus	\$ 7,100.00	\$ 7,000.00
Family	\$ 7,100.00	\$ 7,000.00
Catch up	\$ 1,000.00	\$ 1,000.00
Out of Pocket Max		
Single	\$ 8,200.00	\$ 7,900.00
Family	\$ 15,800.00	\$ 15,000.00
Transit	\$270 a month	\$265 month
Parking	\$270 a month	\$255 month
Dependant Care	\$5,000.00	\$ 2,700.00

SECURE Act

Setting Every Community Up for Retirement Enhancement (SECURE) Act

Congress recently passed the SECURE Act. The Act is a significant piece of retirement legislation that is intended to make it easier for businesses to offer retirement plans and for individuals to save for retirement. The Act puts in place numerous provisions intended to strengthen retirement security for everyone.

Key features of the SECURE Act include:

FOR INDIVIDUALS:

Required Minimum Distributions (RMDs)

The age triggering the RMD beginning date for IRAs and Qualified Plans will increase to 72. This change applies to distributions required after 12/31/2019, with respect to individuals who attain age 70 ½ after such date. This change does not apply to IRA owners and participants who reached age 70 ½ in 2019 or earlier.

Penalty-Free Birth or Adoption Withdrawals

With the birth or adoption of a child, the Act allows penalty-free qualified birth or adoption distributions of not more than \$5,000 during the one year period beginning on the date on which a child is born or an adoption is finalized. This change applies to distributions made after 12/31/2019.

FOR BUSINESSES:

Small Business Benefits Tax Credits

Among the provisions to assist small businesses, the SECURE Act includes:

- An increase in the small business retirement plan tax credit for plan startup costs in order to make setting up retirement plans more affordable for small businesses
- An additional tax credits to encourage small businesses to adopt automatic enrollment arrangement for 401(k) or SIMPLE IRA plans

Simplify rules and notice requirements related to qualified non-elective contributions in Safe Harbor 401(k) Plans

- Permit an employer to adopt a qualified retirement plan after the close of the taxable year as long as it is adopted before the deadline for filing the employer's tax return (with extensions).

You can find more information on the SECURE Act at:

<https://www.congress.gov/bill/116th-congress/house-bill/1994/text>

Advocacy is critical to supporting and advancing SHRM's programs and visibility.

– SHRM Advocacy Team.

Legislative Connections:

Get to know your representatives so that they may call on you for assistance when an issue or problem regarding the workplace occurs. Let your representative know you can be a resource for them.

New York State: www.ny.gov

Look Up Your Voter Registration – Find Out Who Your Representative Is!

The Legislative box is on the right side...it lists NYS Senate, NYS Assembly –these are your NYS Representatives. It also lists NY State Congressional Delegation, these are your Federal Representatives. You can click on your Representative's name to get their contact information. You can also send emails through this site.

Legislative updates for NYS laws can be found on the NYS Business Council's website www.bcnys.org under Government Affairs...Government Affairs Albany Update

Suffolk County: www.co.suffolk.ny.us

Click on Elected Officials on the left side. Then look for Legislature....click the Legislature icon...then Offices...Legislator's Offices. Again it will give you names/pictures and direct links to your Legislators.

Nassau County: www.nassaucountyny.gov

Click on Legislature...all are listed as pictures/names/districts...click on your Representative for contact information.

Please Note: If you call or write a letter/email to an elected official regarding an issue that SHRM supports you can earn .25 credits towards recertification. You need to keep a copy of the letter/email or document your phone conversation (Date/Time/Who).

For further information contact:

SHRM-LI Legislative Chair
Samantha Halfen, PHR, SHRM-CP
LegislativeChair@SHRMLI.org