2018 New York State Minimum Wage
Quick Reference Guide

Effective December 31, 2017, the New York State (NYS) Minimum Wage will increase to $10.40 per hour due to regulatory changes made by the NYS Department of Labor under the Fair Labor Standards Act (FLSA). Employees whose current pay rates are below the minimum wage will automatically have their hourly rates increased to the minimum wage.

The Fair Labor Standards Act (FLSA) and the NYS Minimum Wage

- The FLSA establishes the federal minimum wage and overtime pay requirements.
- NYS under the federal FLSA has historically established rates higher than the FLSA. Employers are required to comply with the higher threshold set by either the FLSA or NYS.
- Effective December 31, 2017, the New York State minimum wage will be increased to $10.40 per hour.
- This increase is a part of a multi-year series of increases, where the NYS minimum wage will increase by 70-cents per year through December 31, 2020 when it reaches $12.50.

Implementing the new minimum wage at the University of Rochester

- Effective December 31, 2017, all University of Rochester employees making less than $10.40 per hour will have their pay rate increased to $10.40 per hour.
- The pay increase will happen automatically, without need for a Personnel Action Form (PAF) to be submitted.
- Supervisors / managers of impacted employees must notify their employees the week of November 27, 2017.
- For additional information or support, please contact your HR Business Partner. Contact information can be found at: http://www.rochester.edu/working/hr/contact/contact_list.html

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