



Electronic Dispatch

# Labor and Employment Law Information Memo

December 2005

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## THE NEW YORK STATE MINIMUM WAGE WILL INCREASE AS OF JANUARY 1, 2006

New York State's minimum wage will increase from \$6.00 per hour to \$6.75 per hour effective January 1, 2006, pursuant to the provisions of the Empire State Wage Act of 2004. Although Federal law currently provides for a minimum wage of only \$5.15 per hour, all employers are obligated to pay their employees who work in New York State the higher minimum wage set forth in the Empire State Wage Act. New York State's minimum wage will increase to \$7.15 per hour effective January 1, 2007.

New York State's minimum wage for food service workers who receive tips will increase from \$3.85 per hour to \$4.35 per hour on January 1, 2006, and to \$4.60 per hour on January 1, 2007. Employers must ensure that the hourly wage paid to a food service worker plus the actual tips received by the worker equals or exceeds \$6.75 per hour as of January 1, 2006, and \$7.15 per hour as of January 1, 2007.

If you have any questions about your obligations under the Empire State Wage Act of 2004, please contact:

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