

# WE ARE YOUR DOL



## THE MINIMUM WAGE IN NEW YORK STATE

# WHAT IS A MINIMUM WAGE?

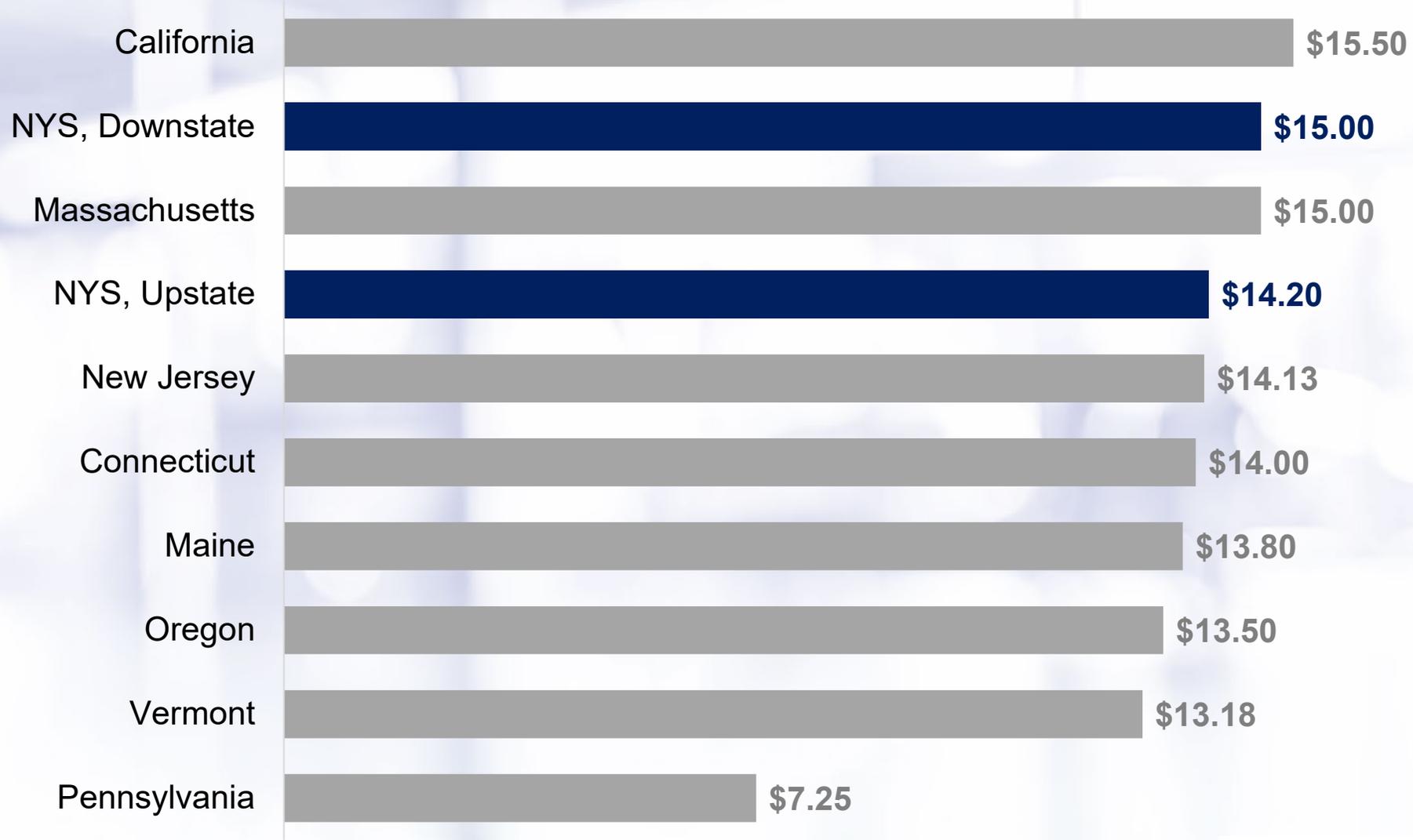
- Legally mandated base pay for non-exempt hourly workers
- Helps ensure that regular employment provides the means to a decent quality of life
- The federal minimum wage in the United States has been \$7.25/hour since 2009
- States and local municipalities can set their own minimum wage rates, but employees are subject to the higher rate

# RECENT HISTORY OF THE MINIMUM WAGE IN NEW YORK STATE

| Year | NYC, large<br>(11+ workers) | NYC, small<br>(1-10 workers) | Westchester/<br>Long Island | Remainder<br>of State |
|------|-----------------------------|------------------------------|-----------------------------|-----------------------|
| 2014 | \$8.00                      | \$8.00                       | \$8.00                      | \$8.00                |
| 2015 | \$8.75                      | \$8.75                       | \$8.75                      | \$8.75                |
| 2016 | \$9.00                      | \$9.00                       | \$9.00                      | \$9.00                |
| 2017 | \$11.00                     | \$10.50                      | \$10.00                     | \$9.70                |
| 2018 | \$13.00                     | \$12.00                      | \$11.00                     | \$10.40               |
| 2019 | \$15.00                     | \$13.50                      | \$12.00                     | \$11.10               |
| 2020 | \$15.00                     | \$15.00                      | \$13.00                     | \$11.80               |
| 2021 | \$15.00                     | \$15.00                      | \$14.00                     | \$12.50               |
| 2022 | \$15.00                     | \$15.00                      | \$15.00                     | \$13.20               |
| 2023 | \$15.00                     | \$15.00                      | \$15.00                     | \$14.20               |

- Beginning December 31, 2016, annual increases in the general minimum wage were determined by employment location, industry, and number of employees (in New York City only)

# CURRENT MINIMUM WAGES IN NEW YORK AND OTHER STATES



- New York State has one of the highest minimum wage rates among states

# FY 2024 STATE BUDGET MADE CHANGES TO NEW YORK'S MINIMUM WAGE

- FY 2024 State Budget enacted increases to the minimum wage for three years: 2024, 2025, and 2026
- Starting in 2027, NYS's minimum wage will increase at a rate determined by changes in the Northeast Consumer Price Index for Urban Wage Earners and Clerical Workers (aka "Northeast CPI-W")
- This action will provide hundreds of thousands of New Yorkers who earn the minimum wage with a pay increase that will help them to keep up with the rising cost of living

# MINIMUM WAGE INCREASE SCHEDULE IN NYS

- Starting in 2027, NYS's minimum wage will be indexed annually, unless at least one of the following conditions apply:

- 1) The OTY change in the Northeast CPI-W is negative or
- 2) The most recent 3-month average unemployment rate rises by at least 0.5 percentage points relative to the prior 12-month low point or
- 3) If the number of total nonfarm jobs in NYS declines over 3 and 6 months

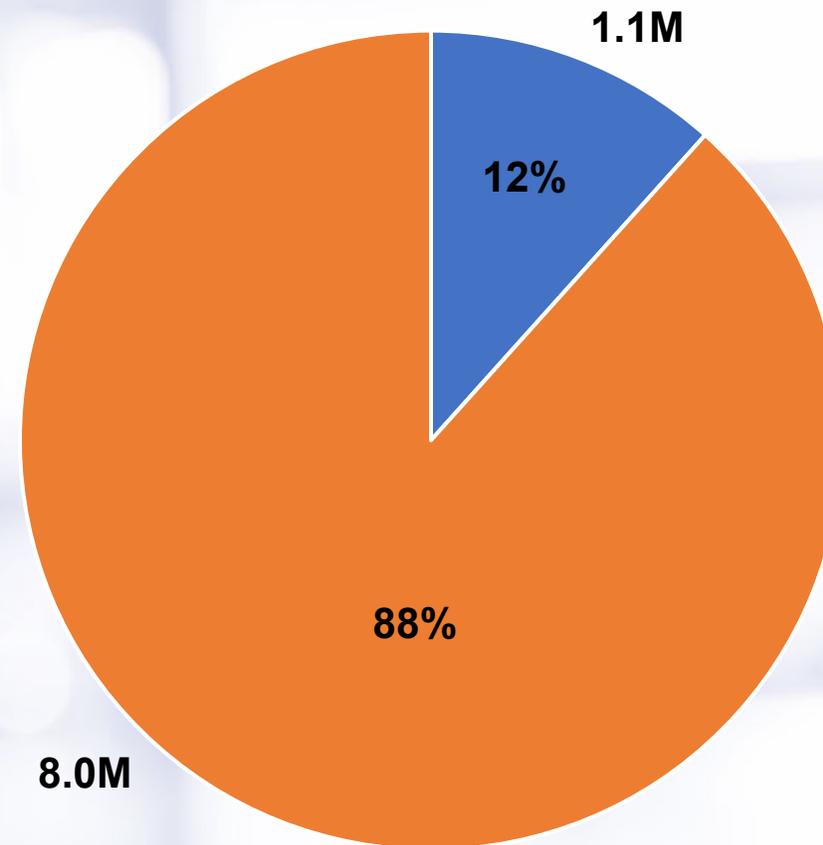
| Year*          | NYC/<br>Westchester/<br>Long Island | Remainder<br>of State |
|----------------|-------------------------------------|-----------------------|
| 2023           | \$15.00                             | \$14.20               |
| 2024           | \$16.00                             | \$15.00               |
| 2025           | \$16.50                             | \$15.50               |
| 2026           | \$17.00                             | \$16.00               |
| 2027 and after | Indexing                            | Indexing              |

\* Starting in 2024, effective on January 1 of each year.

- Pause in minimum wage increase is limited to two consecutive years

# ALMOST 1.1 MILLION NEW YORKERS MAKE LESS THAN THE 2024 MINIMUM WAGE\*

TOTAL WORKERS & WORKERS MAKING LESS THAN 2024 MINIMUM WAGE, NYS, 2022



- Workers Making Below 2024 Minimum Wage\*
- Workers Making Above 2024 Minimum Wage\*\*

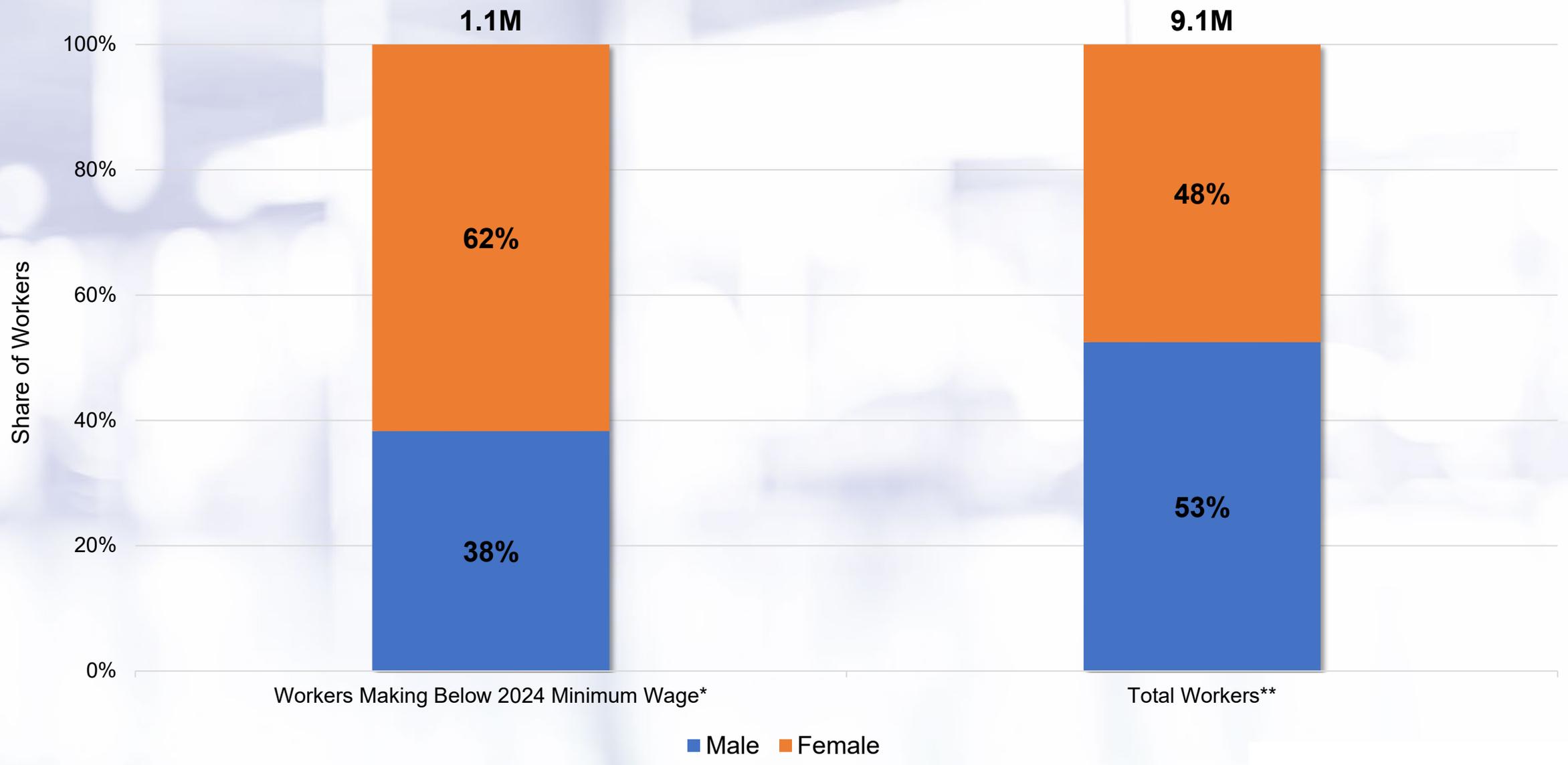
\*Hourly workers making less than the 2024 minimum wage include those making less than \$16.00 per hour in New York City, Long Island, and Westchester County and less than \$15.00 per hour in the remainder of state. Estimates are tabulated by the area in which a worker lives and wages are self-reported.

\*\*Includes hourly and non-hourly workers

Source: January to December 2022 Current Population Survey data.

# WOMEN COMPRISE A DISPROPORTIONATE SHARE OF THOSE EARNING BELOW 2024 MINIMUM WAGE\*

TOTAL WORKERS & WORKERS MAKING LESS THAN 2024 MINIMUM WAGE BY GENDER, NYS, 2022



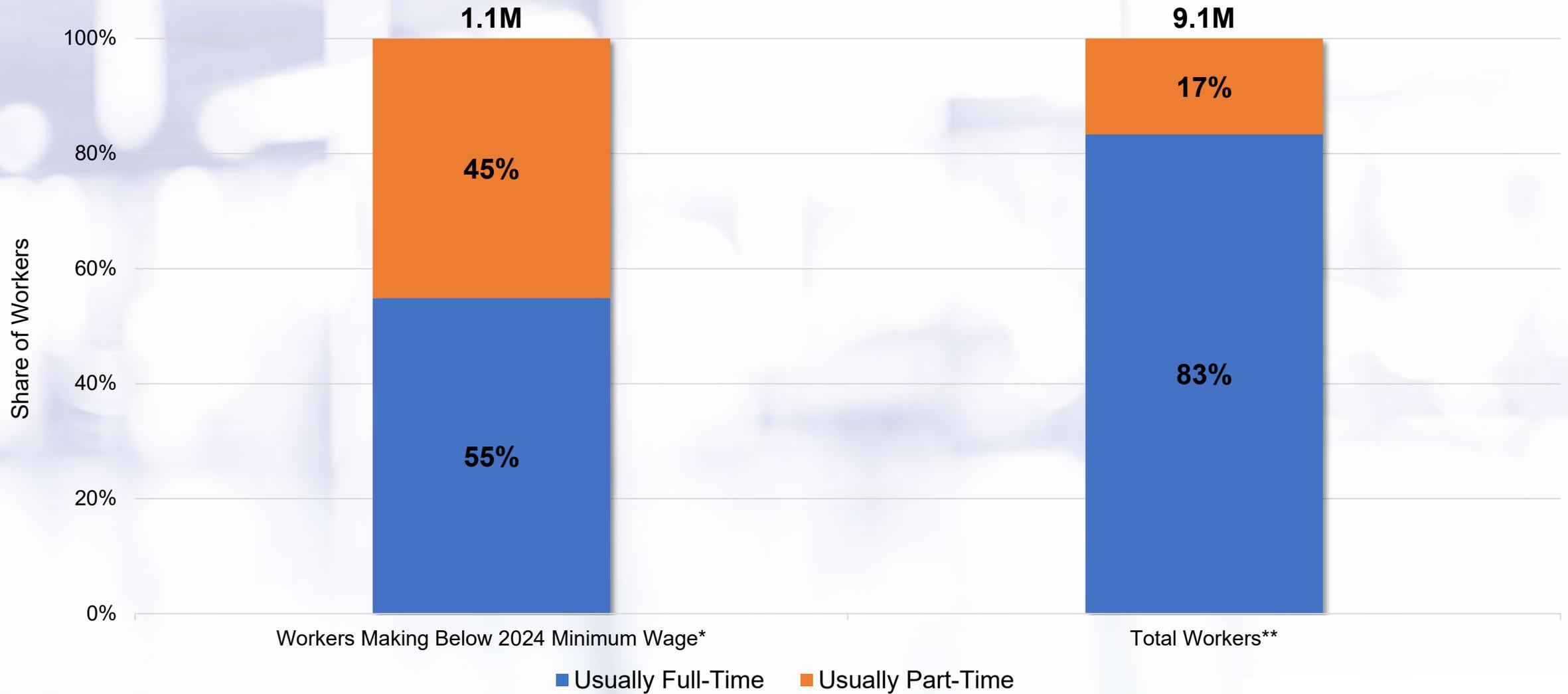
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\*\*Includes hourly and non-hourly workers

Source: January to December 2022 Current Population Survey data.

# PART-TIME WORKERS COMPRISE A DISPROPORTIONATE SHARE OF THOSE EARNING BELOW 2024 MINIMUM WAGE\*

TOTAL WORKERS & WORKERS MAKING LESS THAN 2024 MINIMUM WAGE BY FULL-/PART-TIME STATUS, NYS, 2022



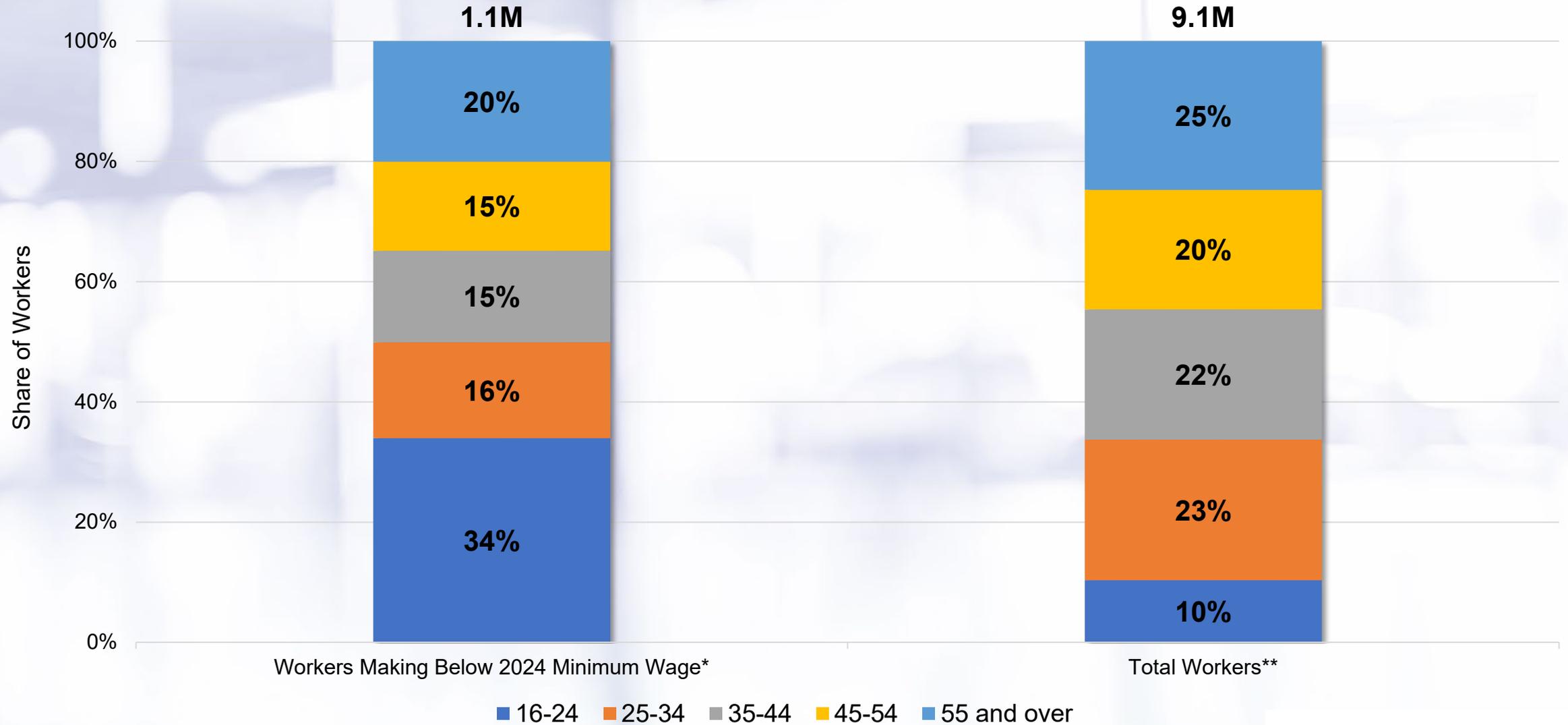
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\*\*Includes hourly and non-hourly workers

Source: January to December 2022 Current Population Survey data.

# YOUNG WORKERS COMPRISE A DISPROPORTIONATE SHARE OF THOSE EARNING BELOW 2024 MINIMUM WAGE\*

TOTAL WORKERS & WORKERS MAKING LESS THAN 2024 MINIMUM WAGE BY AGE GROUP, NYS, 2022



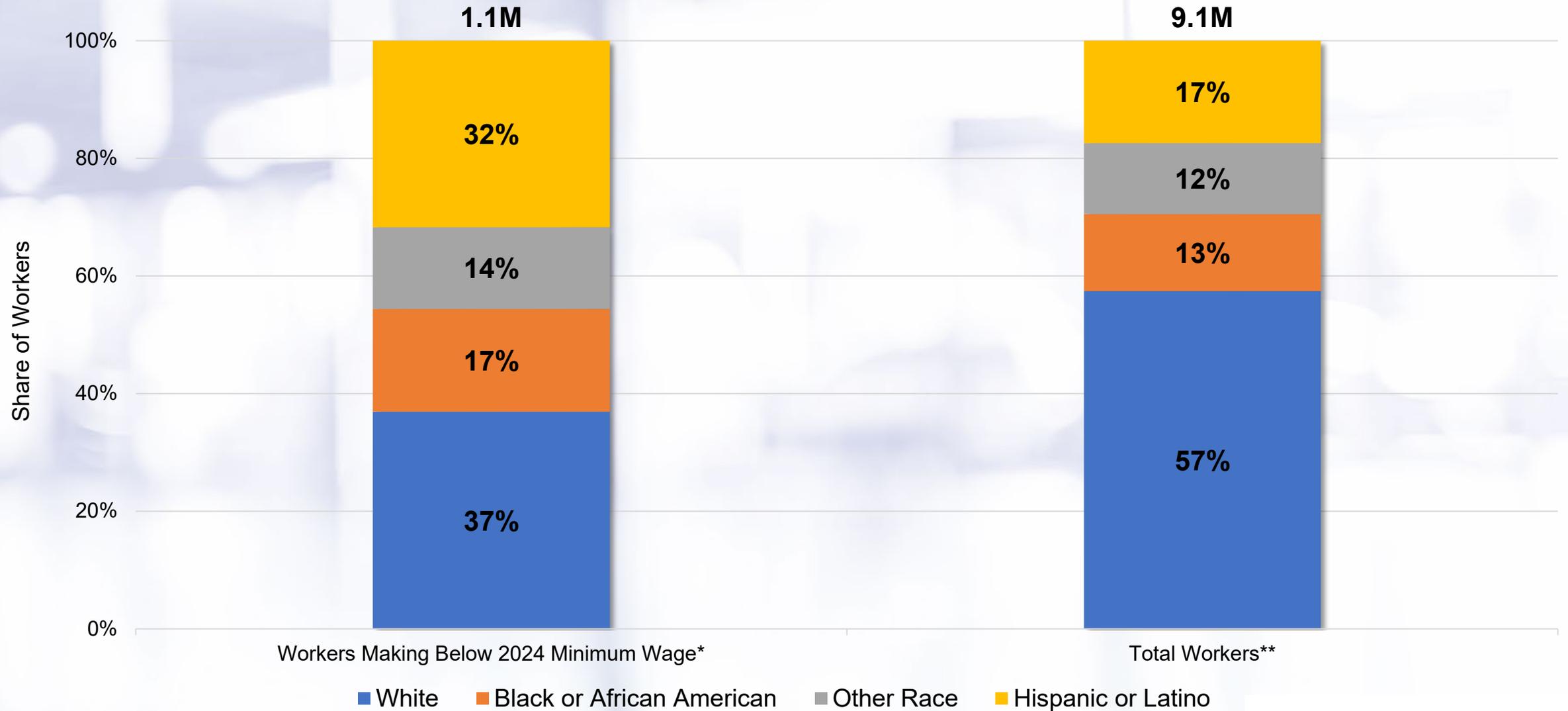
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\*\*Includes hourly and non-hourly workers

Source: January to December 2022 Current Population Survey data.

# PEOPLE OF COLOR COMPRISE DISPROPORTIONATE SHARES OF THOSE EARNING BELOW 2024 MINIMUM WAGE\*

TOTAL WORKERS & WORKERS MAKING LESS THAN 2024 MINIMUM WAGE BY RACE/ETHNICITY, NYS, 2022



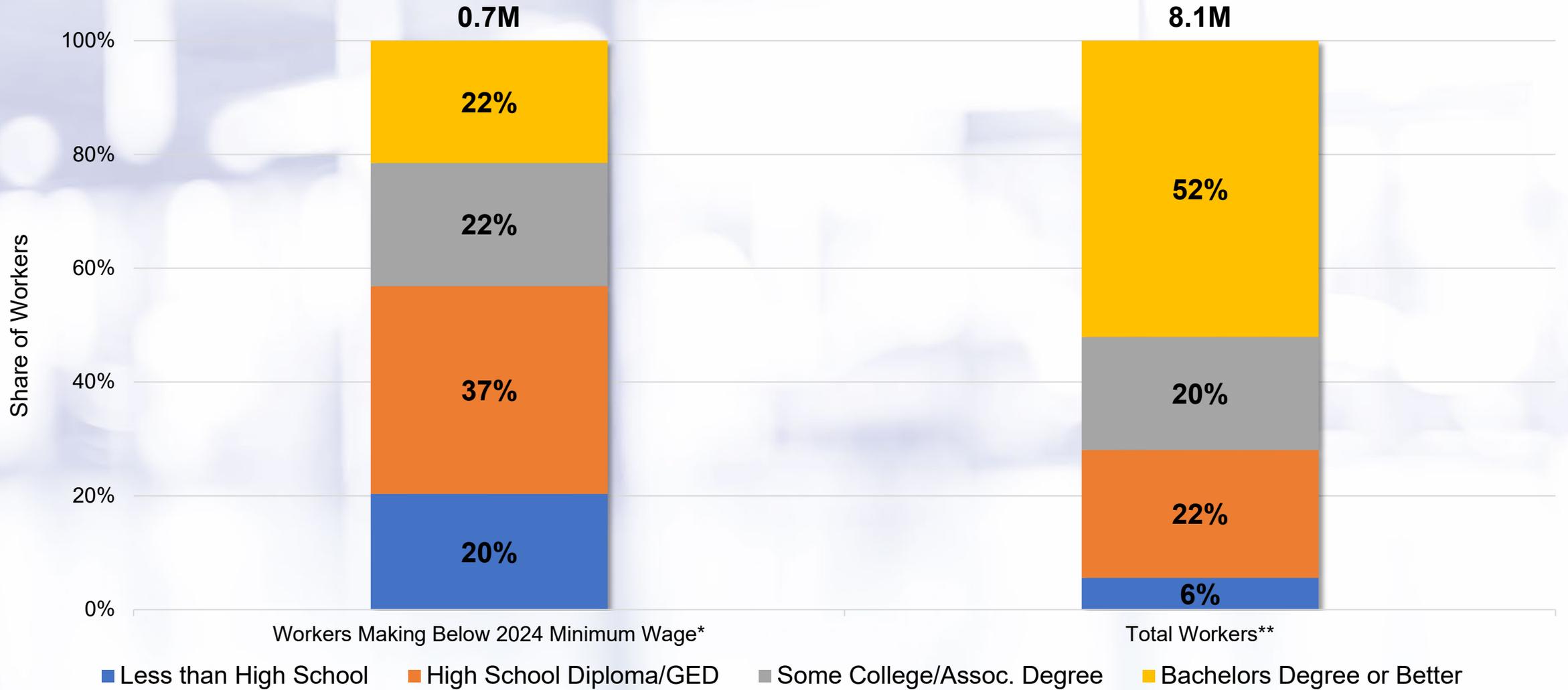
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\*\*Includes hourly and non-hourly workers

Source: January to December 2022 Current Population Survey data.

# LESS EDUCATED WORKERS (AGES 25+) COMPRISE A DISPROPORTIONATE SHARE OF THOSE EARNING BELOW 2024 MINIMUM WAGE\*

TOTAL WORKERS & WORKERS MAKING LESS THAN 2024 MINIMUM WAGE BY EDUCATIONAL ATTAINMENT (AGE 25+), NYS, 2022



\*Hourly workers making less than the 2024 minimum wage include those making less than \$16.00 per hour in New York City, Long Island, and Westchester County and less than \$15.00 per hour in the remainder of state. Estimates are tabulated by the area in which a worker lives and wages are self-reported.

\*\*Includes hourly and non-hourly workers

Source: January to December 2022 Current Population Survey data.

# POVERTY REDUCTION EFFECTS

- When women are underpaid, their children suffer:
  - The poverty rate for single mother families in New York State is 33% (Source: 2021 1-year American Community Survey)
- A 2022 study from the Robert Wood Johnson Foundation examined the impact of raising the federal minimum wage to \$15/hour on poverty. The study concluded:
  - *“Researchers determine that regardless of the scenarios, a federal minimum wage increase would reduce poverty among all race and ethnic groups. Considering this wage increase would likely impact 56 million workers, it has the potential to bring great financial relief to families who need it most.”*

# CONCLUSIONS

- Although NYS has the 2<sup>nd</sup> smallest state gender wage gap in the U.S. (i.e., women earned 88.2¢ for every dollar earned by men in 2021), raising the minimum wage will help to close the gap
- NYS recently released the Gender Wage Gap report (<https://nysdolreports.com/gwg/2023-gwgreport>)
- Eliminating the gender wage gap would help boost earnings in many low-income households
- A more equitable pay scale between men and women would help families save more and purchase goods and services, which helps to drive the economy

**WE ARE YOUR DOL**

