

New York State Salary Threshold

Increase Schedule

The Fair Labor Standards Act (FLSA) is a federal statute originally passed in 1938 to protect workers from exploitation occurring at the time. The law introduced minimum wages and overtime pay, and created criteria for determining whether an employee is “exempt” from overtime pay requirements or is “non-exempt” and therefore entitled to overtime pay.

The salary threshold is an exemption criteria that sets a minimum pay threshold below which employees must receive overtime pay. States may also set their own salary threshold. New York State is in the midst of increasing its salary threshold in a series of phases, which are higher than the federal threshold. Employers are required to comply with the higher threshold. The planned New York State salary thresholds are:

Year (Effective Date)	Salary Threshold
2017 (December 31, 2016)	\$727.50 per week (\$37,830 annually)
2018 (December 31, 2017)	\$780.00 per week (\$40,560 annually)
2019 (December 31, 2018)	\$832.00 per week (\$43,264 annually)
2020 (December 31, 2019)	\$885.00 per week (\$46,020 annually)
2021 (December 31, 2020)	\$937.50 per week (\$48,750 annually)