

# New York Employers: Do Your Payroll and Wage Notices Reflect New Wage Requirements?

1 min read

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On January 1, 2026, minimum wages across New York State increased by \$0.50 per hour statewide.

- Employees in New York City, and the counties of Nassau, Suffolk, and Westchester must be paid at least **\$17.00 per hour** for all hours up to 40 in a workweek and **\$25.50 for all overtime hours**.
- In the rest of the state, the minimum wage is increased to **\$16.00 per hour**, and the minimum overtime is increased to **\$24.00 per hour**.

## Compliance Steps for New York Employers

1. **Employers should immediately review the wage rates of all minimum-wage employees** to avoid unpaid wage claims that could expose them to damages equal to 200 percent of underpaid wages.
2. **Employers of hospitality workers must issue new wage rate notices within seven days of the increase**, and employers should either issue new wage rate notices or ensure that the new wage rates are accurately reflected on the employees' pay stubs to ensure compliance with New York's Wage Theft Protection Act.
3. **All wage rate notices should be issued in the employee's native language.** Employers should retain a copy of the notice signed by the employee and ensure the employee retains a copy of their own.

## We Are Here to Help

If you have questions regarding the increase in New York's minimum wages or your company's notice and record-keeping requirements, [please contact Hinshaw's Labor & Employment team](#) as soon as possible.

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