

# STATE OF NEW YORK

7503--B

2021-2022 Regular Sessions

## IN ASSEMBLY

May 12, 2021

Introduced by M. of A. JOYNER, BRONSON, CRUZ, STECK, GOTTFRIED, ABBATE, GONZALEZ-ROJAS, HEVESI -- read once and referred to the Committee on Labor -- committee discharged, bill amended, ordered reprinted as amended and recommitted to said committee -- recommitted to the Committee on Labor in accordance with Assembly Rule 3, sec. 2 -- committee discharged, bill amended, ordered reprinted as amended and recommitted to said committee

AN ACT to amend the labor law, in relation to raising the minimum wage annually by a percentage which is based on inflation; and to repeal subdivision 6 of section 652 of the labor law relating thereto

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

1 Section 1. Legislative findings. As New Yorkers struggle with the  
2 rapidly rising cost of living, their paychecks are not keeping up. The  
3 state minimum wage has been frozen at \$15 in New York City since 2018.  
4 In the suburbs of New York City it reached \$15 in 2021 and under current  
5 law will not increase further. And upstate, it is projected to reach \$15  
6 in a few years, but will not increase further after that until the  
7 legislature acts.  
8 At the same time, record inflation is eroding the value of the minimum  
9 wage as workers face rapidly rising prices. For example, adjusted for  
10 consumer price inflation from the fourth quarter of 2018 through the  
11 first quarter of 2022, the purchasing power of New York City's \$15 mini-  
12 mum wage has declined by 13.6% and is now just \$12.96. As inflation has  
13 remained high since the second quarter of 2021 and is likely to be  
14 elevated for some time, the value of the minimum wage across New York is  
15 falling even lower as consumers struggle with the rising cost of neces-  
16 sities. And even in times of more stable price growth, workers still  
17 lose real wages as the minimum wage stays stagnant.  
18 Meanwhile, other high-cost cities and states are raising their minimum  
19 wages well above \$15. Thirty-three cities and counties have wages above

EXPLANATION--Matter in italics (underscored) is new; matter in brackets [-] is old law to be omitted.

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1 \$15 an hour as of January 2022, and eleven more will pass \$15 later in  
2 2022. Seattle, San Francisco, and five other cities will have minimum  
3 wages of about \$17 or higher in 2022. Similarly, California and Hawaii  
4 are considering raising their minimum wages to \$18 statewide.

5 New York must restore the value of the eroded \$15 minimum wage in New  
6 York City, while finally phasing the upstate minimum wage to \$15, and  
7 providing for automatic annual minimum wage increases in all regions of  
8 the state.

9 "Catching up" New York City's minimum wage to its 2018 value (and  
10 adjusting it for the growth in labor productivity) would raise it to  
11 \$20.45 by 2025, based on current projections.

12 For adjusting the minimum wage statewide each year, the Department of  
13 Labor should use the same formula that it and the Division of the Budget  
14 used to increase New York's upstate minimum wage in 2021. That formula  
15 was based on a combination of the past year's increase in the cost of  
16 living together with the past year's increase in labor productivity.  
17 This important approach ensures: (1) that workers' wages keep pace with  
18 rising consumer prices - a crucial concern right now as workers struggle  
19 with the highest inflation in four decades - and (2) that workers also  
20 share in the benefits of productivity gains that their labor helps  
21 produce.

22 New York's recent experiences raising the minimum wage show that  
23 increases have been manageable for employers and that higher paychecks  
24 have put money back into local communities, boosting consumer spending  
25 at neighborhood businesses. With inflation crushing New York's working  
26 families, we cannot afford to wait.

27 § 2. Subdivision 1 of section 652 of the labor law, as amended by  
28 section 1 of part K of chapter 54 of the laws of 2016, is amended to  
29 read as follows:

30 1. Statutory. Every employer shall pay to each of its employees for  
31 each hour worked a wage of not less than:

32 \$4.25 on and after April 1, 1991,

33 \$5.15 on and after March 31, 2000,

34 \$6.00 on and after January 1, 2005,

35 \$6.75 on and after January 1, 2006,

36 \$7.15 on and after January 1, 2007,

37 \$8.00 on and after December 31, 2013,

38 \$8.75 on and after December 31, 2014,

39 \$9.00 on and after December 31, 2015, and until December 31, 2016, or,

40 if greater, such other wage as may be established by federal law pursu-  
41 ant to 29 U.S.C. section 206 or its successors

42 or such other wage as may be established in accordance with the  
43 provisions of this article.

44 (a) New York City. (i) Large employers. Every employer of eleven or  
45 more employees shall pay to each of its employees for each hour worked  
46 in the city of New York a wage of not less than:

47 \$11.00 per hour on and after December 31, 2016,

48 \$13.00 per hour on and after December 31, 2017,

49 \$15.00 per hour on and after December 31, 2018,

50 \$17.00 on and after January 1, 2023,

51 \$18.80 on and after January 1, 2024,

52 \$20.45 on and after January 1, 2025, or, if greater, such other wage

53 as may be established by federal law pursuant to 29 U.S.C. section 206  
54 or its successors or such other wage as may be established in accordance

55 with the provisions of this article.

1 (ii) Small employers. Every employer of ten or less employees shall  
2 pay to each of its employees for each hour worked in the city of New  
3 York a wage of not less than:

4 \$10.50 per hour on and after December 31, 2016,

5 \$12.00 per hour on and after December 31, 2017,

6 \$13.50 per hour on and after December 31, 2018,

7 \$15.00 per hour on and after December 31, 2019,

8 \$17.00 on and after January 1, 2023,

9 \$18.80 on and after January 1, 2024,

10 \$20.45 on and after January 1, 2025, or, if greater, such other wage

11 as may be established by federal law pursuant to 29 U.S.C. section 206  
12 or its successors or such other wage as may be established in accordance  
13 with the provisions of this article.

14 (b) Remainder of downstate. Every employer shall pay to each of its  
15 employees for each hour worked in the counties of Nassau, Suffolk and  
16 Westchester a wage not less than:

17 \$10.00 per hour on and after December 31, 2016,

18 \$11.00 per hour on and after December 31, 2017,

19 \$12.00 per hour on and after December 31, 2018,

20 \$13.00 per hour on and after December 31, 2019,

21 \$14.00 per hour on and after December 31, 2020,

22 \$15.00 per hour on and after December 31, 2021,

23 \$16.00 on and after January 1, 2023,

24 \$17.20 on and after January 1, 2024,

25 \$17.95 on and after January 1, 2025,

26 or, if greater, such other wage as may be established by federal law  
27 pursuant to 29 U.S.C. section 206 or its successors or such other wage  
28 as may be established in accordance with the provisions of this article.

29 (c) Remainder of state. Every employer shall pay to each of its  
30 employees for each hour worked outside of the city of New York and the  
31 counties of Nassau, Suffolk, and Westchester, a wage of not less than:

32 \$9.70 on and after December 31, 2016,

33 \$10.40 on and after December 31, 2017,

34 \$11.10 on and after December 31, 2018,

35 \$11.80 on and after December 31, 2019,

36 \$12.50 on and after December 31, 2020,

37 [~~and on each following December thirty first, a wage published by the~~  
38 ~~commissioner on or before October first, based on the then current mini-~~  
39 ~~imum wage increased by a percentage determined by the director of the~~  
40 ~~budget in consultation with the commissioner, with the result rounded to~~  
41 ~~the nearest five cents, totaling no more than fifteen dollars, where the~~  
42 ~~percentage increase shall be based on indices including, but not limited~~  
43 ~~to, (i) the rate of inflation for the most recent twelve month period~~  
44 ~~ending June of that year based on the consumer price index for all urban~~  
45 ~~consumers on a national and seasonally unadjusted basis (CPI-U), or a~~  
46 ~~successor index as calculated by the United States department of labor,~~  
47 ~~(ii) the rate of state personal income growth for the prior calendar~~  
48 ~~year, or a successor index, published by the bureau of economic analysis~~  
49 ~~of the United States department of commerce, or (iii) wage growth,]~~

50 \$13.20 on and after December 31, 2021,

51 \$14.20 on and after January 1, 2023,

52 \$15.10 on and after January 1, 2024,

53 \$15.75 on and after January 1, 2025, or, if greater, such other wage

54 as may be established by federal law pursuant to 29 U.S.C. section 206  
55 or its successors or such other wage as may be established in accordance  
56 with the provisions of this article.

1 (d) Annual increases. On January first, two thousand twenty-six, and  
2 on each following January first, the wages set forth in paragraphs (a),  
3 (b) and (c) of this subdivision and any other wages established in  
4 accordance with the provisions of this chapter and set forth in any  
5 minimum wage order, shall be the wages published by the commissioner  
6 pursuant to this paragraph. The commissioner shall publish such wages on  
7 or before November first, two thousand twenty-five, and on each follow-  
8 ing November first. The commissioner shall base each such published  
9 wage on each then current wage increased by the sum of: (i) the rate of  
10 inflation, if greater than zero, as measured by the change from the  
11 third quarter of the prior year through the third quarter of the current  
12 year in the consumer price index for all urban wage earners and clerical  
13 workers on a national and seasonally unadjusted basis (CPI-W), or a  
14 successor index, as calculated by the United States department of labor;  
15 and (ii) labor productivity growth, if greater than zero, as measured by  
16 the change in the average quarterly index for the four quarters through  
17 the second quarter of the current year divided by the average quarterly  
18 index for the four quarters through the second quarter of the preceding  
19 year in national labor productivity (output per hour) of all employed  
20 persons in the nonfarm business sector, or a successor index, as calcu-  
21 lated by the United States department of labor, with the sum rounded to  
22 the nearest multiple of five cents. For purposes of subdivision two of  
23 this section, each published wage that increases each then current mini-  
24 imum wage shall be deemed to be an increase in hourly minimum wage as  
25 provided in this subdivision.

26 (e) The rates and schedules established in paragraphs (a) and (b) of  
27 this subdivision shall not be deemed to be the minimum wage under this  
28 subdivision for purposes of the calculations specified in subdivisions  
29 one and two of section five hundred twenty-seven of this chapter.

30 § 3. Subdivision 6 of section 652 of the labor law is REPEALED.

31 § 4. This act shall take effect immediately.