

January 2020

**CHANGES IN THE LAW REGARDING  
EMPLOYMENT MATTERS FOR 2020**

Effective January 1, 2020, employers must comply with various changes in state and federal law. Here are just a few things to keep in mind:

**1. Overtime Thresholds**

The salary threshold (or minimum salary that can be paid to those classified as exempt from eligibility for overtime compensation) is increasing at the federal, state and city levels.

At the federal level, the new exempt salary threshold is \$35,568 per year.

Some states and cities set higher minimum salary thresholds, which employers must follow where applicable.

In New York City, the minimum salary for overtime exempt employees is now:

For employers with 11 or more employees: \$1,125/week

For employees with 10 or fewer employees: \$1,012/week

In California, the minimum salary for overtime exempt employees is now:

For employers with at least 26 employees: \$1,040/week

For employers with 25 or fewer employees: \$960/week

**2. Minimum Wage**

The minimum wage for most employers in New York City has increased in 2020 to \$15/hour.

In California, the minimum wage for most employers in Los Angeles, Malibu, Pasadena and Santa Monica will be \$15/hour, effective July 2020.

**3. California Consumer Privacy Act**

The California Consumer Privacy Act (“CCPA”) imposes new rules for consumer data protection, but also applies to information employers obtain from employees and job applicants. Companies with California employees will need to provide notice to job applicants and current employees concerning the collection and use of personal information.

# PAVIA & HARCOURT LLP

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We would be happy to discuss any of the above with you to ensure your compliance with the law in a way that is most cost-effective and minimally disruptive to your workforce. If you have any further questions, please contact Adam Mitzner at 212-508-2318 or [amitzner@pavialaw.com](mailto:amitzner@pavialaw.com)

## **About the Employment Law Group at Pavia & Harcourt**

Pavia & Harcourt's Employment Law Group represents a range of clients in all sectors, but with particular emphasis on fashion, finance and real estate. Its lawyers advise clients on a range of employment-related issues, including overtime, sexual harassment, discrimination in the workplace, internal investigations, and contractual matters.

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