

The January Update

Happy New Year!

Recent Changes in NYS law ring in 2020



Recent legislation changes in NY

Welcome to 2020. It's a new year with a presidential election and everything! Along with that new resolution and maybe a few extra pounds from the Holidays, there are a few changes in NYS law that you should be aware of.

Employment Laws

New York has changed the minimum wage for employees from \$11.10/hr to \$11.80/hr.

The minimum salary for exempt employees is also increased to \$885/wk (or \$46,200 annually). The current Genesis guidelines for a full-time pastor is well above this number but if you have full-time *exempt* staff, their compensation must meet this minimum level.

Other compensation changes may be found here:

<https://www.dwt.com/blogs/employment-labor-and-benefits/2019/11/new-york-labor-law-updates-2020>

<https://www.ny.gov/new-york-states-minimum-wage/new-york-states-minimum-wage>

New York has also enacted legislation requiring sexual harassment training for the workplace. This must occur on an annual basis. For more information on the training law click here.

<https://www.ny.gov/combating-sexual-harassment-workplace/employers>

Federal Law Changes

The Federal Government has made some changes to the travel mileage reimbursement rate. The new rate is 57.5 cents/mile... down .5 cents from last year.

Also, the IRS has issued this spiffy new W4 form. (Don't bother filling out a new one, it is just for new hires going forward)

<https://www.irs.gov/newsroom/faqs-on-the-2020-form-w-4>

As always, If you have questions regarding employment, tax or legal compliance for your church, please call me. If I am unable to provide an answer, I will put you in touch with someone who can.

Warmly,

David Francis

Director of Operations, Genesis Conference

Free Methodist Church USA

Dave@Genesisfmc.com

www.genesisfmc.com

585.943.0698 (cell)