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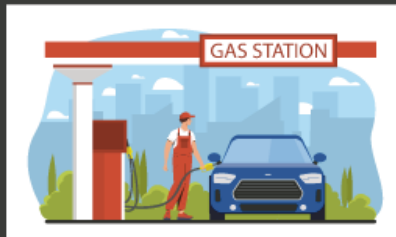
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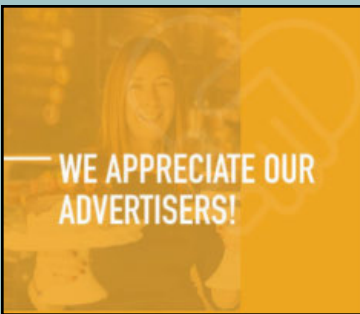
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FOR INQUIRES, CONTACT:

ANDREA TSOUKALAS CURTO, ESQ.

Partner, Land Use & Zoning • LIGRA's Legal Counsel  
ACurto@forchellilaw.com • 516.248.1700

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Department  
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## Attention Miscellaneous Industry Employees

Minimum Wage hourly rates effective 1/1/2025-12/31/2025



New York City	
Large Employers (11 or more employees)	Small Employers (10 or less employees)
<b>Minimum Wage</b> \$16.50 Overtime after 40 hours \$24.25 <b>Tipped workers</b> At least \$11.00 Overtime after 40 hours \$19.25	<b>Minimum Wage</b> \$16.50 Overtime after 40 hours \$24.25 <b>Tipped workers</b> At least \$11.00 Overtime after 40 hours \$19.25
Long Island and Westchester County	Remainder of New York State
<b>Minimum Wage</b> \$16.50 Overtime after 40 hours \$24.25 <b>Tipped workers</b> At least \$11.00 Overtime after 40 hours \$19.25	<b>Minimum Wage</b> \$15.50 Overtime after 40 hours \$23.25 <b>Tipped workers</b> At least \$10.35 Overtime after 40 hours \$18.10

If you have questions, need more information or want to file a complaint, please visit

[www.labor.ny.gov/minimumwage](http://www.labor.ny.gov/minimumwage) or call: **1-888-469-7365**.

**Credits and Allowances** that may reduce your pay below the minimum wage rates shown above:

- **Tips** – Your employer may use a limited amount of your tips to reduce your wages. This is called a tip credit. Your employer may take a tip credit only if your tips plus wages add up to at least the minimum wage. They must still pay you at least the tipped wage rates shown above.
- **Meals and lodging** – Your employer may claim a limited amount of your wages for meals and lodging that they provide to you, as long as they do not charge you anything else. The rates and requirements are set forth in wage orders and summaries, which are available online.

**Extra Pay** you may be owed in addition to the minimum wage rates shown above:

- **Overtime** – You must be paid 1½ times your regular rate of pay (no less than amounts shown above) for weekly hours over 40 (or 44 for residential employees).  
*Exceptions:* Overtime is not required for salaried professionals, or for executives and administrative staff whose weekly salary is more than 75 times the minimum wage rate.
- **Call-in pay** – If you go to work as scheduled and your employer sends you home early, you may be entitled to extra hours of pay at the minimum wage rate for that day.
- **Spread of hours** – If your workday lasts longer than ten hours, you may be entitled to extra daily pay. The daily rate is equal to one hour of pay at the minimum wage rate.
- **Uniform maintenance** – If you clean your own uniform, you may be entitled to additional weekly pay. The weekly rates are available online.

LS 207 (12/17)

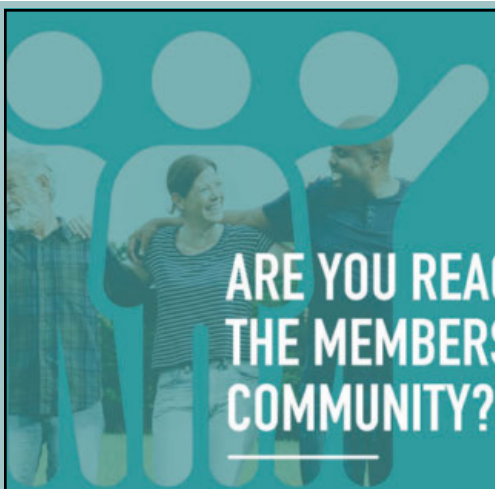
Minimum Wage Poster **Post in Plain View**



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Are your customers prepared for the winter months  
Go to the [LIGRA.Com](http://LIGRA.Com) website to print out a copy with your company name on it for your customers

## Emergency Weather Survival Kit

### Keep these items in your vehicle or have them with you when driving:

- 1.Weather-resistant outerwear appropriate to season, such as rain poncho and boots
- 2.Warning triangles to place around vehicle
- 3.Colored cloth to put on antenna or hang from window if you get stuck
- 4.Booster/jumper cables, plus goggles to wear when jump-starting battery
- 5.Tow strap or chain
- 6.Container of windshield washer fluid
- 7.Cloth towel or roll of paper towels
- 8.Fully charged cell phone, with adapter and cord to recharge
- 9.Functional spare tire
- 10.Basic automotive tool kit including electrical or duct tape and flexible wire
- 11.Basic first-aid kit
- 12.Multipurpose dry chemical fire extinguisher
- 13.List of emergency phone numbers, including your insurer and towing company
- 14.High-energy food, such as granola bars, trail mix, dried fruit, or nuts
- 15.Water (do not store in vehicle)
- 16.Flashlight with extra batteries
- 17.Candles and matches
- 18.Map
- 19.Paper and pen or pencil
- 20.Blanket or sleeping bag

### Especially for winter weather driving:

- 1.Extra cold-weather clothing: hat, scarf, gloves, coat, socks, boots
- 2.Tire chains
- 3.Bag of abrasive material, such as sand or road salt
- 4.Small snow shovel
- 5.Traction mats
- 6.Snow brush and ice scraper
- 7.Container of antifreeze
- 8.Lock de-icer (do not store in vehicle)



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# We NEED YOUR HELP

Over the past year LIGRA has been working with the DMV, not only on updating the regulations but a FEE increase for the Inspection program . Everything is ready to go, but we are now snagged with the Governors office .

We need EVERYONE to print out sign and mail to the Governor this letter. Urging her to approve the new fees and regulations to the inspection program.

Honorable Kathy Hochul  
Governor of New York State  
NYS Capital Building  
Albany, New York 12224

Dear Governor Hochul,

I am a New York State registered inspection Station. My trade association The Long Island gasoline Retainers Association (LIGRA), has been engaged in active discussions with the New York State Department of Motor Vehicles (DMV) on the current requirements of the safety inspection program. We recognize that the current safety inspection regulations need to be updated to ensure driver and passenger safety. Guidance should also be provided for safety inspections of electric vehicles. A draft regulation was prepared by DMV they are the result of a lengthy process which included outreach to the trade associations, inspection station owners to solicit their opinions.

I am now writing to you to voice my concerns over the delay in releasing the regulations to update the safety inspection program and appropriately adjust the inspection fee.

We, the registered inspection stations, perform a vital service for motorists to ensure driving safety. Additional safety inspection requirements mean that certified inspectors need to spend more time conducting the inspection. The most recent change to the inspection regimen was mandated by legislative fiat with the addition in 2017 of the examination of tinted window. Previous, and now anticipated further expansion of motor vehicle safety inspections must recognize that the current fee is grossly inadequate. The fee has not been increased in almost four decades and remains at \$8 for the actual inspection with an additional \$2 to DMV for the inspection sticker, which is printed at the stations' expense and placed on the customer's vehicle by the certified inspector.

The current safety inspection fee does not come close to reimbursing us for the cost of performing the inspections. Fees imposed by the state are required to be reasonably related to the cost of the service provided. There is no justification for this impact on the small businesses that operate as inspection stations in a highly competitive market.

A reasonable increase in the safety inspection fee is a matter of fundamental fairness. There is no necessity for legislative or budget approval for this fee adjustment. A regulatory increase may be adopted by the DMV with your approval.

It is respectfully requested that enhanced DMV regulations on safety inspection requirements be published in the State Register and adopted as soon as possible to meet the state's commitment to highway safety along with a well-deserved and justified fee increase that more closely reflects the actual costs to conduct the safety inspection.

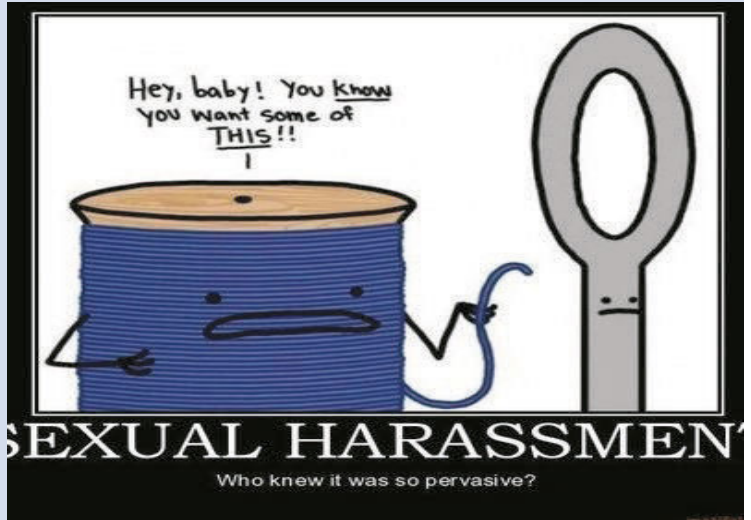
Sincerely,

## Mandatory Sexual Harassment Policy and Training

New York State, MANDATES all employers, regardless of the company's size, must have a sexual harassment policy. Employers must also conduct ANNUAL interactive sexual harassment training and provide a written anti-harassment policy to ALL employees. To help keep you in compliance with this regulations. To comply with the MANDATORY interactive sexual harassment training, LIGRA will be hosting this training class. These classes will be held in our LIGRA Office .

We do also offering sexual harassment training in addition, at your location. The cost is \$40.00 per person for LIGRA members and \$75 per person for non-LIGRA members.

Contact us to set up your training, at [Chris@LIGRA.COM](mailto:Chris@LIGRA.COM)



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## **REDUCE LIABILITIES**

Monthly inspections are intended to identify potential issues with your fueling system and equipment. Your fueling system sensors and equipment are designed to notify you of a potential leak. A proper inspection will catch issues with your equipment, avoiding potential leaks and other liabilities.

## **AVOID VIOLATIONS**

Depending on the fueling system and location, monthly inspections can be required by law. Not properly completing and recording your monthly inspections may lead to hefty violations and fees.

## **BE PROACTIVE TO AVOID LARGER ISSUES**

Sometimes small issues with your fueling equipment can grow into much larger issues if not addressed. Catching and taking care of small repairs/fixes can prevent them from turning into larger, more expensive issues.

## **AVOID DOWNTIME**

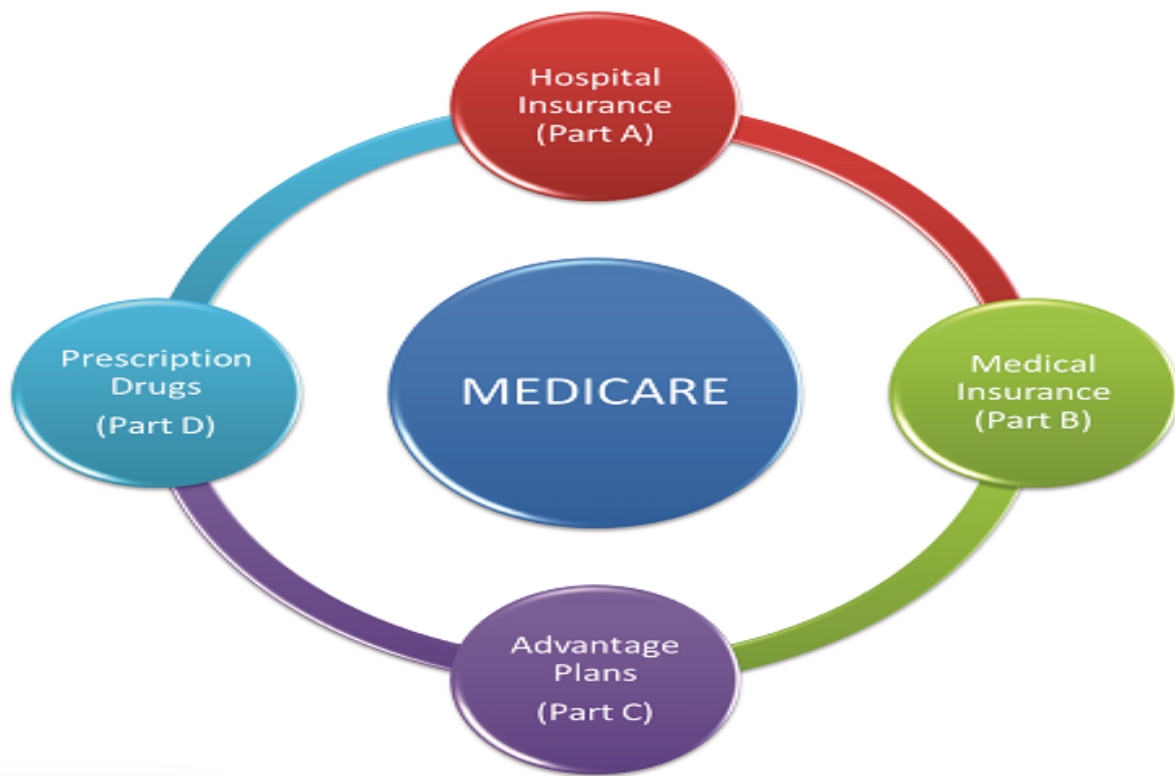
Uptime of a fueling system is crucial, whether it is used daily or needs to be operational in case of an emergency. Conducting regular inspections can avoid unnecessary downtime.

**Please contact Paul Tyree for a copy of our MES Compliance Inspection template or if you're interested in learning how MES can assist with your compliance inspections. Cell phone: 516-426-5224.**

MES provides custom compliance programs that are tailored to meet your specific needs. We work with clients with one fuel tank and clients with thousands. Our compliance programs are a full life-cycle solution and are designed to simplify your fueling-related compliance requirements.

## **PROVIDING FULL SERVICE SOLUTIONS FOR YOUR ENVIRONMENTAL AND CONSTRUCTION NEEDS.**

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## **EMPLOYMENT LAW UPDATES FOR 2025**

LIGRA members should be aware of some new employment law changes coming in 2025.

### **Minimum Wage Increase**

Effective January 1, 2025, minimum wage is increasing to \$16.50 per hour in Nassau, Suffolk, and New York City. For the remainder of New York State, the minimum wage is increasing to \$15.50 per hour.

### **Exempt Salary Increases**

For qualified exempt employees to remain exempt from overtime, the employees must earn at least \$1,237.50 per week effective January 1, 2025. In addition to making the appropriate minimum weekly salary, an exempt employee must perform certain duties of an executive or administrative employee.

### **Prenatal Leave**

Effective January 1, 2025, employees who are expecting a child may take up to 20 hours of leave to attend physical examinations, medical procedures, monitoring and testing, and discussions with health care providers concerning fertility treatments, pregnancy, and end-of-pregnancy care, over and above any other sick leave or other PTO. This leave may not be used for postpartum care. This leave is only available for pregnant employees and is not available for spouses or partners who want to attend medical appointments with their pregnant partner. The 20 hours of leave is available in a 52-week period, measured from the first time the employee uses this leave. This leave is not carried over and does not have to be paid out on termination. Employers should have written policies outlining the use of this leave distributed to all employees.

In addition to this prenatal leave, employers should be mindful of their obligations to accommodate pregnant employees under the Pregnancy Workers Fairness Act, which may include, but is not limited to, providing unpaid leave time over and above the prenatal leave. Also, pregnant employees may use the New York State mandated sick leave for use of pregnant appointments if they exceed the 20 hours provided by the state. Additionally, under the New York State Paid Family Leave Law, employees may use up to 12 weeks of leave to bond with a child during the child's first year of life.

### **Paid Time To Express Milk**

Effective June 19, 2024, employees are entitled to take up to 30 minutes of breaktime to express breast milk. The number of paid breaks permitted each day will depend on the individual and their individual pumping requirements. This paid breaktime is available in the first three years after the birth of the child. All employees must be provided with written notice of this right. This leave time is provided in addition to the state mandated meal break time, and employees cannot be required to work additional time to make up for any lost time. Also, all employees must be provided with a place to pump breast milk, which must contain a chair and small table or other flat surface. The space must also include good natural or artificial light, an electrical outlet (if the workplace has electricity), and a clean water supply. If the workplace has a refrigerator, employers must allow employees to use it to store pumped milk. This room cannot be the bathroom.

### **Revisions to New York Sick Leave Law**

For employees using the state mandated sick leave, effective January 1, 2025, an employee may not be required to disclose confidential information relating to a mental or physical illness, injury or health condition of such employee or such employee's family member, or information relating to absence from work due to domestic violence, injury or such employee's family member. Therefore, an employer may not ask the details as to why the employee is requesting sick leave. Additionally, a medical note is only permitted if the employee is out of work for 3 or more days.

### **Sexual Harassment Annual Training**

Employers are also reminded that it must provide annual anti-harassment training to all of its employees. The New Year is a great time to ensure compliance with this annual requirement.

Employers with questions about any of these new employment changes or any other concerns should contact the attorneys in Forchelli Deegan Terrana LLP's Labor and Employment Department.



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65

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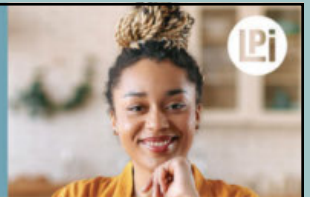
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