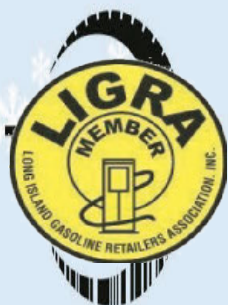




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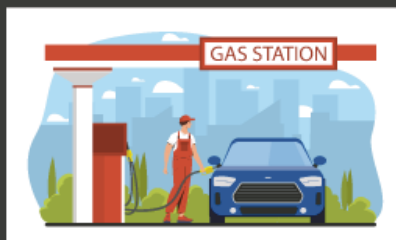
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Attention Miscellaneous Industry Employees

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



New York City

Large Employers (11 or more employees)

Minimum Wage \$16.50
Overtime after 40 hours **\$24.25**
Tipped workers
At least **\$11.00**
Overtime after 40 hours **\$19.25**

Small Employers (10 or less employees)

Minimum Wage \$16.50
Overtime after 40 hours **\$24.25**
Tipped workers
At least **\$11.00**
Overtime after 40 hours **\$19.25**

Long Island and Westchester County

Minimum Wage \$16.50
Overtime after 40 hours **\$24.25**
Tipped workers
At least **\$11.00**
Overtime after 40 hours **\$19.25**

Remainder of New York State

Minimum Wage \$15.50
Overtime after 40 hours **\$23.25**
Tipped workers
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 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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The IRS has announced its annual tax adjustments for 2025, and they bring important changes for individuals and businesses alike. From updated tax brackets and standard deductions to adjustments in education credits and fringe benefits, staying informed is critical for effective tax planning.

Tax Brackets: Adjustments across all filing statuses.

Standard Deduction: Increased amounts for all taxpayers.

Health Savings Accounts: New contribution limits.

Estate and Gift Taxes: Higher exclusions for 2025.

Stay ahead of potential legislative changes and learn how these updates could impact your financial strategy.

The IRS has released the annual adjustments for 2025, covering tax brackets, deductions and limitations for the 2025 year.

TAX BRACKETS AND RATES FOR 2025

In 2025, there are seven federal income tax rates: 10%, 12%, 22%, 24%, 32%, 35%, and 37% (plus a 0% rate for certain income thresholds).

Single Taxpayers

If Taxable Income is:	The Tax Due Is
\$0-11,925	10% of taxable income
\$11,926-48,475	\$1,192.50 + 12% of the amount over \$11,925
\$48,476-103,350	\$5,578.50 + 22% of the amount over \$48,475
\$103,351-197,300	\$17,651 + 24% of the amount over \$103,350
\$197,301-250,525	\$40,199 + 32% of the amount over \$197,300
\$250,526-626,350	\$57,231 + 35% of the amount over \$250,525
\$626,351 and over	\$188,769.75 + 37% of the amount over \$626,350

Married Taxpayers Filing Jointly

If Taxable Income is:	The Tax Due Is
\$0-23,850	10% of taxable income
\$23,851-96,950	\$2,385 + 12% of the amount over \$23,850
\$96,951-206,700	\$11,157 + 22% of the amount over \$96,950
\$206,701-394,600	\$35,302 + 24% of the amount over \$206,700
\$394,601-505,050	\$80,398 + 32% of the amount over \$394,600
\$501,051-751,600	\$114,465 + 35% of the amount over \$501,050
\$751,601 and over	\$202,154.50 + 37% of the amount over \$751,600

Married Taxpayers Filing Separately

If Taxable Income is:	The Tax Due Is
\$0-11,925	10% of taxable income
\$11,926-48,475	\$1,192.50 + 12% of the amount over \$11,925
\$48,476-103,350	\$5,578.50 + 22% of the amount over \$48,475
\$103,351-197,300	\$17,651 + 24% of the amount over \$103,350
\$197,301-250,525	\$40,199 + 32% of the amount over \$197,300
\$250,526-375,800	\$57,231 + 35% of the amount over \$250,525
\$375,801 and over	\$188,769.75 + 37% of the amount over \$375,800

Head of the Household

If Taxable Income is:	The Tax Due Is
\$0-17,000	10% of taxable income
\$17,001-64,850	\$1,192.50 + 12% of the amount over \$17,000
\$64,851-103,350	\$5,578.50 + 22% of the amount over \$64,850
\$103,351-197,300	\$17,651 + 24% of the amount over \$103,350
\$197,301-250,500	\$40,199 + 32% of the amount over \$197,300
\$250,526-626,350	\$57,231 + 35% of the amount over \$250,500
\$626,351 and over	\$188,769.75 + 37% of the amount over \$626,350

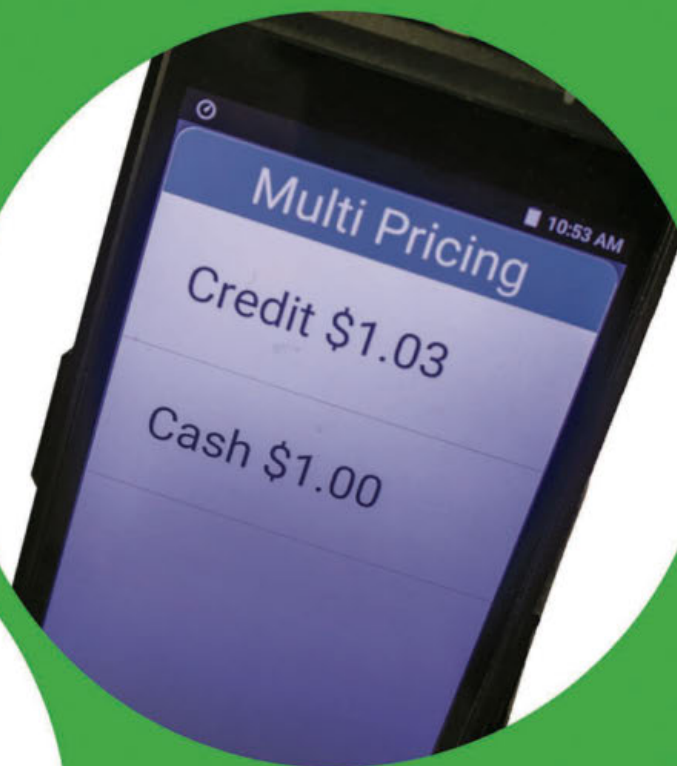
Below is a breakdown of these rates based on filing status:

CAPITAL GAINS RATES FOR 2025

While the capital gains tax rates remain unchanged for 2025, the income brackets that determine these rates have been adjusted for inflation.

- Many taxpayers will pay a rate of 15% on long-term capital gains.
 - A 20% rate applies to taxpayers whose taxable income exceeds the thresholds for the 37% ordinary income tax rate. Special rates may apply for specific gains, such as those from the sale of art, collectibles, or section 1250 property (related to depreciation).
- Here's the breakdown for the maximum 0% rate and 15% rate brackets by filing status; incomes below these maximums pay the rate shown:

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Continued from page 7

STANDARD DEDUCTION AMOUNTS FOR 2025

The standard deduction has increased for the 2025 tax year as follows:

- \$15,000 for individuals and married couples filing separately (up \$400 from 2024)
- \$30,000 for married couples filing jointly (up \$800 from 2024)
- \$22,500 for heads of household (up \$600 from 2024)

Standard Deduction Amounts

Filing Status	Standard Deduction Amount
Single	\$15,000
Married Filing Jointly and Surviving Spouses	\$30,000
Married Filing Separately	\$15,000
Heads of Household	\$22,500

Section 199A Amounts

Filing Status	Threshold Amount	Phased-In Amount
Married Filing Jointly	\$394,600	\$494,600
Married Filing Separately	\$197,300	\$247,300
All Other Taxpayers	\$197,300	\$247,300

SECTION 199A (QUALIFIED BUSINESS INCOME) DEDUCTION FOR 2025

Eligible sole proprietors and owners of pass-through entities (e.g., LLCs, S corporations, partnerships) may qualify for a deduction of up to 20% of their qualified business income (QBI), reducing their effective tax rate.

- The deduction is subject to thresholds and phase-in limits.
- For 2025, the threshold amount begins at \$394,600 for married taxpayers filing jointly.

CHILD-RELATED ADJUSTMENTS FOR 2025

KIDDIE TAX:

The kiddie tax applies to unearned income for children under 19 or full-time college students under 24. Unearned income includes income from dividends, interest, and other non-wage sources. In 2025:

- If your child's unearned income is more than \$1,350 but less than \$13,500, you may elect to include that income on your tax return instead of filing a separate return for your child.
- Regular tax rules apply to any earned income your child receives.

CHILD TAX CREDIT:

There had been ongoing discussion in Congress about changes to the Child Tax Credit, but no changes have been enacted yet. For 2025, the maximum refundable portion remains at \$1,700.

HEALTH-RELATED ADJUSTMENTS

HEALTH SAVINGS ACCOUNTS (HSA):

- **Self-only coverage:** Annual contribution limit rises to \$4,300.
 - **Family coverage:** Annual contribution limit increases to \$8,550.
- Catch-up contribution for individuals aged 55 and older:** Remains at \$1,000.

MEDICAL SAVINGS ACCOUNTS (MSA):

For 2025, a high-deductible health plan (HDHP) is defined as:

- **Self-only coverage:** Annual deductible between \$2,850 and \$4,300, with a maximum out-of-pocket of \$5,700.
- Family coverage:** Annual deductible between \$5,700 and \$8,550, with a maximum out-of-pocket of \$10,500.

FEDERAL ESTATE AND GIFT TAX

ESTATE TAX EXCLUSION:

Increases to \$13,990,000 per individual or \$27,980,000 per married couple for 2025.

Continued from page 9

GIFT TAX EXCLUSION:

- Rises to \$19,000 per recipient (or \$38,000 if spouses elect gift splitting).
- Gifts to a non-citizen spouse are tax-free up to \$190,000 in 2025.

ITEMIZED DEDUCTIONS

MEDICAL AND DENTAL EXPENSES:

Expenses exceeding 7.5% of AGI remain deductible.

STATE AND LOCAL TAXES (SALT):

The combined deduction cap remains at \$10,000 (\$5,000 for separate filers).

HOME MORTGAGE INTEREST:

Deductible on mortgage balances up to \$750,000 (\$375,000 for separate filers).

CHARITABLE CONTRIBUTIONS:

Cash donations to public charities remain deductible up to 60% of AGI.

CASUALTY AND THEFT LOSSES:

Deduction limited to losses in federally declared disaster areas.

MISCELLANEOUS DEDUCTIONS:

Deductions like unreimbursed employee expenses and tax preparation fees remain repealed.

Stay informed about potential legislative changes in 2025 given the results of the recent election. It is likely to be a priority to release a tax bill in the early part of the term, however recent history shows that these bills take longer than people may expect and its probable will not be released until the 3rd or 4th quarter of 2025. While some bills in the recent past have had "retroactive" changes, the impact to the IRS and taxpayers make it that its unlikely to see many of these if any.

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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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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.

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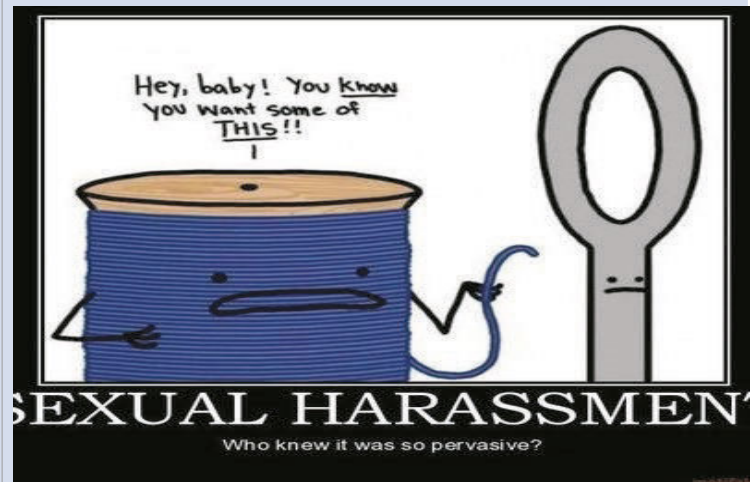
New York State, MANDATES all employers, regardless of the company's size, must have a sexual harassment policy. Employers must also conduct ANNUAL interactive sexual harassment training and provide a written anti-harassment policy to ALL employees. To help keep you in compliance with this regulations.

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



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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HAPPY HOLIDAYS

As this memorable year draws to a close, we wish you a holiday season filled with warmth, peace, health, and happiness.

May you find meaningful connection to friends and family, time to reflect, and many small moments of beauty.

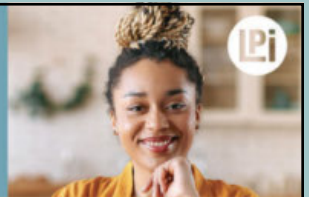
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