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# Empire State Restaurant & Tavern Association

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*Report From The Executive Director...Scott Wexler*

## December 2018

Workers' Comp Group Celebrates 24<sup>th</sup> Consecutive Year of Discounts and Dividends - The Association's Safety Group 554 and the Risk Management Planning Group, a York Risk Services Group Company (RMPG/York) recently celebrated its 24<sup>th</sup> consecutive year of declaring discounts and dividends to participating members of Safety Group 554.

The group's 25 percent upfront discount, average dividend of 36 percent, and proven track record and security of a guaranteed cost policy backed by the New York State Insurance Fund (NYSIF) is one of the most secure safety groups in New York. ESRTA Safety Group 554 continues to provide the most competitive Workers' Compensation coverage available to our industry. Association members not currently participating in the Safety Group are encouraged to contact RMPG/York for a free, no obligation quote.

SEND US YOUR REFERRALS...We are currently offering member incentives for new referrals. Current safety group members are eligible for a one year 50 percent reduction in their safety group service fee for providing a bound referral. We are also offering all current association members a \$100 American Express gift card for providing us with a bound referral.

NEW PAYMENT OPTION...The State Insurance Fund now offers its policyholders a Pay-Go (pay as you go) program through its approved vendors so you can take advantage of our group savings and spread out your payments for better cash flow.

For more information on the benefits of our Safety Group please contact Jessica Terc at 516-535-4792 or by email at [Jessica.Terc@yorkrsg.com](mailto:Jessica.Terc@yorkrsg.com).

No News (Yet) on Tip Credit - As we go to press there is still no word on the outcome of the tip credit hearings. The Governor gave a speech outlining his top legislative priorities last week and this topic did not come up, which is good news, but it will need to be addressed before long. And even if the Governor does not propose a change, we need to be poised for a legislative effort to eliminate the tip credit. The advocates continue to pressure legislators to support eliminating the tip credit, so we're at risk of momentum building for such a proposal unless we remain active and vigilant. Stay tuned for further updates and be ready to act when we call on you...and we will be calling on you.

Minimum Wage Increase Taxes Effect December 31<sup>st</sup> - As I'm sure you know the next phase of the state's multi-year march to a \$15 minimum wage takes effect on December 31st. The annual increase in the minimum wage also triggers a review of the cash wage for tipped food service workers to determine if it increases (varies across New York State). It also impacts meal credit and uniform allowances. The chart below shows these various increases, broken down geographically.

**Basic Minimum Hourly Rate (per hour)**

NYC – Large Employers (11 or more employees)	\$15.00
NYC – Small Employers (10 or less employees)	\$13.50
Long Island & Westchester	\$12.00
Rest of NYS	\$11.10

**Cash Wage for Tipped Foodservice Workers**

NYC – Large Employers (11 or more employees)	\$10.00
NYC – Small Employers (10 or less employees)	\$ 9.00
Long Island & Westchester	\$ 8.00
Rest of NYS	\$ 7.50

**Uniform Maintenance Allowances**

**Low (20 or fewer hours per week)**

NYC – Large Employers (11 or more employees)	\$ 8.90
NYC – Small Employers (10 or less employees)	\$ 8.05
Long Island & Westchester	\$ 7.15
Rest of NYS	\$ 6.60

**Medium (over 20 up to 30 hours per week)**

NYC – Large Employers (11 or more employees)	\$14.75
NYC – Small Employers (10 or less employees)	\$13.30
Long Island & Westchester	\$11.80
Rest of NYS	\$10.90

**High (over 30 hours per week)**

NYC – Large Employers (11 or more employees)	\$18.65
NYC – Small Employers (10 or less employees)	\$16.80
Long Island & Westchester	\$14.95
Rest of NYS	\$13.80

**Meal Credits (Food Service Workers)**

NYC – Large Employers (11 or more employees)	\$ 3.60
NYC – Small Employers (10 or less employees)	\$ 3.35
Long Island & Westchester	\$ 3.05
Rest of NYS	\$ 2.90