

**Consultant Reports - addition**  
**MHLS Directors Association**  
**Meeting of Thursday June 2, 2016**

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**1. Three Recent Changes to Legislation that may Impact Your Personnel Line:**

**a. NYS Minimum Wage Increase Roll Out:** As part of the 2016-17 state budget there is a staggered set of minimum wage increases. The staggered minimum wage increases begin December 31, 2016, and continuing each year until 2021.

The legislation will gradually raise the minimum wage to \$15.00 an hour under different schedules in three state regions: 1) New York City; 2) “downstate,” which includes Nassau, Suffolk and Westchester counties; and **3) the remainder of New York State (“upstate”) – that’s us!** The legislation also sets a different schedule of increases for New York City businesses with 10 or fewer employees.

The current minimum wage in New York is \$9.00 per hour, while fast food workers in chain restaurants are currently entitled to a minimum wage of \$10.50 in New York City and \$9.75 outside of New York City.

The schedule of minimum wage increases is as follows:

Effective Date	Workers Employed in New York City by Businesses with 11 or More Employees	Workers Employed in New York City by Businesses with 10 or Fewer Employees	Workers Employed in Nassau, Suffolk and Westchester Counties	Workers in the Remainder of New York State ("Upstate")
<b>December 31, 2016</b>	\$11.00 per hour	\$10.50	\$10.00	\$9.70
<b>December 31, 2017</b>	\$13.00 per hour	\$12.00	\$11.00	\$10.40
<b>December 31, 2018</b>	\$15.00 per hour	\$13.50	\$12.00	\$11.10
<b>December 31, 2019</b>	\$15.00 per hour	\$15.00	\$13.00	\$11.80
<b>December 31, 2020</b>	\$15.00 per hour	\$15.00	\$14.00	\$12.50
<b>December 31, 2021</b>	\$15.00 per hour	\$15.00	\$15.00	To be determined

After the increase to \$12.50 per hour on December 31, 2020, the minimum wage for upstate workers will continue to increase according to an indexed schedule the Director of the Division of Budget, in consultation with the New York Department of Labor, will set, until the minimum wage reaches \$15.00 per hour.

**b. Federal Overtime Rule:** Effective **December 1, 2016** overtime regulations in the Fair Labor Standards Act will be adjusted to:

- Raise the salary threshold indicating eligibility from \$455/week to \$913 (\$47,476 per year)
- Automatically update the salary threshold every three years, based on wage growth over time, increasing predictability

Read more here:

<https://www.dol.gov/featured/overtime>

<https://www.dol.gov/whd/overtime/final2016/faq.htm#8>

<http://hr.blr.com/HR-news/Compensation/Overtime/Overtime-regulations-require-new-salary-exemption/>

**c. NYS Family Leave Act:** Also included in the 2016-2017 budget bill is legislation that will mandate up to 12 weeks of **paid** time off from a job to bond with a new child (including adopted or foster children), or to care for a gravely ill parent, child, spouse, domestic partner, or other family member. This legislation covers full-time and part-time employees. There will be no exemptions for “small businesses.” This bill kicks in on **January 1, 2018** and will be gradually phased in: In 2018, employees will be eligible for up to 8 weeks of leave a year, followed by up to 10 weeks in 2019 and 2020, then up to 12 weeks starting in 2021. Initially, it will cover just 50 percent of a worker’s average pay. Over four years, it will rise and eventually replace 67 percent of a worker’s average pay. The total amount is capped at two-thirds of the state’s average weekly wage, which in 2014 was \$1,266.44.

2. **Focus on Engagement:** “Community Engagement” is a phrase that keeps popping up – at the end of the MHLS Increasing Circulation Incubator Project, through the story of the Red Hook Public Library’s recognition through the national Best Small Library in America Award and the NYS Shubert Award and is the focus of the major initiative of the American Library Association, “Libraries Transforming Communities” [<http://www.ala.org/transforminglibraries/libraries-transforming-communities>] Learning more about how to more fully engage with our communities is on everyone’s mind. To that end, thanks to the MHLS Marketing Advisory Committee we’ve got upcoming events that speak to the increasing interest for how to engage with your community in new and interesting ways:

- **Outside the Lines webinar Friday, June 17<sup>th</sup> from 10:00 – 11:00am**  
Join Stacie Ledden, Director of Innovations and Brand Strategy at Anythink Libraries & Founder of the Outside the Lines program for this custom one-hour webinar to learn more about how to engage with your community!

Libraries are dynamic centers for engagement that help everyone in your local community be their best. To shift perceptions, we need to demonstrate how the library is more relevant than ever before.

**Let’s not just tell people how libraries have changed; let’s show them.**

Outside the Lines is a weeklong celebration demonstrating the creativity and innovation happening in libraries. Whether your organization is large or small, a school library or a public library, you can participate by hosting at least one event or campaign that:

1. Gets people thinking – and talking – about libraries in a different way.
2. Showcases the library out in the community as well as in the library.
3. Highlights how your library is relevant to people’s lives.
4. Represents your local community.
5. Is active versus passive – gets people engaged.
6. Is extraordinary and unexpected.
7. Most importantly, is fun!

- **Coming Soon!**

- **MHLS Engage Webinar Series** – mini-webinars featuring MHLS member library efforts that are increasing their engagement with their community. Slated to speak:
  - **What does “Turning Outwards” look like?** Erica Freudenberger @Red Hook
  - **Facebook – what’s working**
  - **Follow That Book!** @Catskill Public Library
  - **Project Code Spring** @Desmond Fish Library
  - **Connecting with e-Patrons** – online patron registration & Mobile Apps
- **Planning Programming that Pops with Janie Hermann of the Princeton Public Library:**  
Tuesday, September 13

### 3. **State Aid for Public Library Construction Grant Program:**

- Grant application technical assistance workshop @MHLS: Tuesday, June 7<sup>th</sup> from 10:00am-12:00pm
- Visit <http://midhudson.org/nysconstructiongrant/> for
  - i. Recording of the Introduction to the State Aid for Public Library Construction Grant webinar
  - ii. MHLS Priorities for Funding
  - iii. MHLS Definition of an Economically Disadvantaged Community
  - iv. Registration link for a NYS Director Services Account (log in info for the grant application once released in June)
  - v. FEIN and SED Vendor Number information
  - vi. State Historic Preservation Office Approval Documentation for buildings more than 50 years old

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