

Updated Minimum Wage Increase Schedule

As we saw minimum wage increases on both sides of the border over the past couple of years, I thought I would update the below chart again. The Buffalo Niagara region (as a part of the New York State increases) will see increases this year while Southern Ontario halts their scheduled increase. For non-exempt workers in industries other than fast food in the Buffalo Niagara region, the minimum wage will increase as follows:

Year	Minimum Wage Buffalo Niagara (US dollars)	Minimum Wage Ontario (Canadian dollars)
December 31, 2016	\$9.70	\$11.40
December 31, 2017	\$10.40	\$14.00
December 31, 2018	\$11.10	\$14.00
December 31, 2019	\$11.80	TBD
December 31, 2020	\$12.50	TBD

In New York City and the counties of Nassau, Suffolk and Westchester, there is a more aggressive wage increase schedule for these employees. Further wage increases in NYS will be determined by Director of the Division of Budget in consultation with the Department of Labor. Any further minimum wage increases in Ontario are currently being reviewed by the Labour Minister.

These wage increases will have an impact on all employees as the wage gap continues to decrease. Employers should take a closer look at their compensation philosophy to ensure it remains fair and equitable, and gradually make changes to lessen the impact of employee morale when these changes occur.