



Attention Building Service Industry Employees

Minimum Wage hourly rates effective 12/31/2018 – 12/30/2019

New York City

Large Employers (11 or more employees)	Small Employers (10 or less employees)
Minimum Wage \$15.00 Overtime after 40 hours \$22.50 Janitor minimum rate per unit \$10.00 or Janitor minimum weekly salary \$638.00	Minimum Wage \$13.50 Overtime after 40 hours \$20.25 Janitor minimum rate per unit \$9.00 or Janitor minimum weekly salary \$574.20

Long Island and Westchester County

Minimum Wage \$12.00 Overtime after 40 hours \$18.00 Janitor minimum rate per unit \$8.00 or Janitor minimum weekly salary \$510.40
--

Remainder of New York State

Minimum Wage \$11.10 Overtime after 40 hours \$16.65 Janitor minimum rate per unit \$7.40 or Janitor minimum weekly salary \$472.10
--

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:

- **Apartment and utilities** – Your employer may claim a credit from your wages for an apartment and utilities that they provide to you. The rates and requirements are in wage orders and summaries, which are available online.
- **Telephone** – Your employer may claim a credit from your wages for the amount they pay that is over the minimum billing amount.
- **Tips** – No tip credit is available.

Extra Pay you may be owed on top of the minimum wage rates shown above:

- **Overtime** – You must be paid 1½ times your regular rate of pay (not less than the overtime amounts shown above) for weekly hours over 40.
Exceptions: Overtime is not required for janitors in residential buildings, for salaried professionals, or for executives and administrative staff whose weekly salary is more than 75 times 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.