All fast food workers in New York City must make at least $15.00 an hour. For the rest of the state outside of New York City, minimum wage rates will increase annually until they reach $15.00 in the middle of 2021. This fact sheet provides additional information about this new minimum wage.

**WHAT IS A FAST FOOD ESTABLISHMENT?**

A fast food establishment is any business that meets the following criteria:

- Primarily serves food or drinks, including coffee shops, juice bars, donut shops, and ice cream parlors
- Offers limited service, where customers order and pay before eating, including restaurants with tables but without full table service, and places that only provide take-out service
- Is part of a chain of 30 or more locations, including individually owned establishments associated with a brand that has 30 or more locations nationally

**EXAMPLES**

Examples of fast food establishments include Ben & Jerry’s, Chipotle, Dunkin Donuts, Golden Krust Caribbean Bakery and Grill, Jamba Juice, KFC, McDonald’s, Nathan’s Famous, Pizza Hut, Quiznos, Shake Shack, Starbucks, Subway, Taco Bell, Tim Hortons, Uno Pizzeria & Grill, Wendy’s, and White Castle.

A larger list of businesses was published as part of the Wage Board Report and Recommendations, and is available at [www.labor.ny.gov/fastfoodwageboard](http://www.labor.ny.gov/fastfoodwageboard). This list is subject to change and is intended to provide examples of employers believed to be fast food establishments.

**FREQUENTLY ASKED QUESTIONS**

**WHAT TYPE OF WORKERS DOES THIS INCREASE IN MINIMUM WAGE AFFECT?**

This change affects everyone who works at a fast food chain location that meets the criteria described. This increase applies to workers who prepare food, work security, stock shelves, clean, and perform other tasks.

**ARE MEAL CREDITS AND UNIFORM MAINTENANCE REIMBURSEMENT RATES DIFFERENT FOR FAST FOOD WORKERS THAN FOR OTHER HOSPITALITY INDUSTRY WORKERS?**

No, these rates are the same for fast food and the hospitality workers.
**WHAT ABOUT THE RATE OF PAY FOR CALL-IN AND SPREAD-OF-HOURS REQUIREMENTS?**
Fast food workers are subject to the call-in pay and spread-of-hours requirements at the applicable minimum wage rate for fast food workers.

**ARE FAST FOOD WORKERS ELIGIBLE FOR OVERTIME PAY?**
Yes, fast food workers must be paid at time-and-one-half the regular rate of pay for any hours worked over 40 per week.

**FOR MORE INFORMATION**
If you need additional assistance, or want to file a complaint, please call: 1-888-4NYSDOL (1-888-469-7365) or visit: www.labor.ny.gov/minimumwage.