



Attention Building Service Industry Employees

Minimum Wage hourly rates effective 12/31/2016 – 12/30/2017

New York City

Large Employers (11 or more employees)

Minimum Wage \$11.00

Overtime after 40 hours \$16.50

Janitor minimum rate per unit \$7.35

Janitor minimum weekly salary ^{OR} \$467.85

Small Employers (10 or less employees)

Minimum Wage \$10.50

Overtime after 40 hours \$15.75

Janitor minimum rate per unit \$7.00

Janitor minimum weekly salary ^{OR} \$446.60

Long Island and Westchester County

Minimum Wage \$10.00

Overtime after 40 hours \$15.00

Janitor minimum rate per unit \$6.65

Janitor minimum weekly salary ^{OR} \$425.35

Remainder of New York State

Minimum Wage \$9.70

Overtime after 40 hours \$14.55

Janitor minimum rate per unit \$6.45

Janitor minimum weekly salary ^{OR} \$412.55

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.