



Attention Building Service Industry Employees

Minimum Wage hourly rates effective 12/31/2017 – 12/30/2018

New York City	
Large Employers (11 or more employees)	Small Employers (10 or less employees)
Minimum Wage \$13.00 Overtime after 40 hours \$19.50 Janitor minimum rate per unit \$8.65 or Janitor minimum weekly salary \$552.95	Minimum Wage \$12.00 Overtime after 40 hours \$18.00 Janitor minimum rate per unit \$8.00 or Janitor minimum weekly salary \$510.40

Long Island and Westchester County
Minimum Wage \$11.00 Overtime after 40 hours \$16.50 Janitor minimum rate per unit \$7.35 or Janitor minimum weekly salary \$467.85

Remainder of New York State
Minimum Wage \$10.40 Overtime after 40 hours \$15.60 Janitor minimum rate per unit \$6.95 or Janitor minimum weekly salary \$442.35

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.