

Building Service Industry

BASIC MINIMUM HOURLY RATE (per hour)

	...as of 12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
BASIC MINIMUM HOURLY RATE						
NYC - Large Employers (of 11 or more)	\$11.00	\$13.00	\$15.00	\$15.00	\$15.00	\$15.00
NYC - Small Employers (10 or less)	\$10.50	\$12.00	\$13.50	\$15.00	\$15.00	\$15.00
Long Island & Westchester	\$10.00	\$11.00	\$12.00	\$13.00	\$14.00	\$15.00
Remainder of New York State	\$9.70	\$10.40	\$11.10	\$11.80	\$12.50	TBD

UNIT RATE - JANITORS IN RESIDENTIAL BUILDINGS

	...as of 12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
UNIT RATE (per unit, per week)						
NYC - Large Employers (of 11 or more)	\$7.35	\$8.65	\$10.00	\$10.00	\$10.00	\$10.00
NYC - Small Employers (10 or less)	\$7.00	\$8.00	\$9.00	\$10.00	\$10.00	\$10.00
Long Island & Westchester	\$6.65	\$7.35	\$8.00	\$8.65	\$9.35	\$10.00
Remainder of New York State	\$6.45	\$6.95	\$7.40	\$7.85	\$8.35	TBD
NOT APPLICABLE WHEN WAGES ARE AT LEAST (per week)						
NYC - Large Employers (of 11 or more)	\$467.85	\$552.95	\$638.00	\$638.00	\$638.00	\$638.00
NYC - Small Employers (10 or less)	\$446.60	\$510.40	\$574.20	\$638.00	\$638.00	\$638.00
Long Island & Westchester	\$425.35	\$467.85	\$510.40	\$552.95	\$595.45	\$638.00
Remainder of New York State	\$412.55	\$442.35	\$472.10	\$501.90	\$531.65	TBD

UNIFORM MAINTENANCE ALLOWANCES (per week)

	...as of 12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
LOW (20 or fewer weekly hours)						
NYC - Large Employers (of 11 or more)	\$6.55	\$7.75	\$8.90	\$8.90	\$8.90	\$8.90
NYC - Small Employers (10 or less)	\$6.25	\$7.15	\$8.05	\$8.90	\$8.90	\$8.90
Long Island & Westchester	\$5.95	\$6.55	\$7.15	\$7.75	\$8.30	\$8.90
Remainder of New York State	\$5.75	\$6.20	\$6.60	\$7.00	\$7.45	TBD
MEDIUM (over 20 and up to 30 weekly hours)						
NYC - Large Employers (of 11 or more)	\$10.80	\$12.80	\$14.75	\$14.75	\$14.75	\$14.75
NYC - Small Employers (10 or less)	\$10.35	\$11.80	\$13.30	\$14.75	\$14.75	\$14.75
Long Island & Westchester	\$9.85	\$10.80	\$11.80	\$12.80	\$13.75	\$14.75
Remainder of New York State	\$9.55	\$10.25	\$10.90	\$11.60	\$12.30	TBD
HIGH (over 30 weekly hours)						
NYC - Large Employers (of 11 or more)	\$13.70	\$16.20	\$18.65	\$18.65	\$18.65	\$18.65
NYC - Small Employers (10 or less)	\$13.05	\$14.95	\$16.80	\$18.65	\$18.65	\$18.65
Long Island & Westchester	\$12.45	\$13.70	\$14.95	\$16.20	\$17.40	\$18.65
Remainder of New York State	\$12.05	\$12.95	\$13.80	\$14.70	\$15.55	TBD

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UTILITY ALLOWANCE (per month)

...as of	12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
APARTMENT ON BUILDING METER - WITH REFRIGERATOR						
NYC - Large Employers (of 11 or more)	\$30.80	\$36.40	\$42.00	\$42.00	\$42.00	\$42.00
NYC - Small Employers (10 or less)	\$29.40	\$33.60	\$37.80	\$42.00	\$42.00	\$42.00
Long Island & Westchester	\$28.00	\$30.80	\$33.60	\$36.40	\$39.20	\$42.00
Remainder of New York State	\$27.15	\$29.10	\$31.10	\$33.05	\$35.00	TBD
APARTMENT ON BUILDING METER - WITHOUT REFRIGERATOR						
NYC - Large Employers (of 11 or more)	\$22.20	\$26.20	\$30.25	\$30.25	\$30.25	\$30.25
NYC - Small Employers (10 or less)	\$21.20	\$24.20	\$27.25	\$30.25	\$30.25	\$30.25
Long Island & Westchester	\$20.15	\$22.20	\$24.20	\$26.20	\$28.25	\$30.25
Remainder of New York State	\$19.55	\$20.95	\$22.40	\$23.80	\$25.20	TBD

EXECUTIVE AND ADMINISTRATIVE EXEMPTION (per week)

...as of	12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
MINIMUM SALARY REQUIRED						
NYC - Large Employers (of 11 or more)	\$825.00	\$975.00	\$1,125.00	\$1,125.00	\$1,125.00	\$1,125.00
NYC - Small Employers (10 or less)	\$787.50	\$900.00	\$1,012.50	\$1,125.00	\$1,125.00	\$1,125.00
Long Island & Westchester	\$750.00	\$825.00	\$900.00	\$975.00	\$1,050.00	\$1,125.00
Remainder of New York State	\$727.50	\$780.00	\$832.50	\$885.00	\$937.50	TBD

NOTES

Allowance for apartment. An employer may receive credit towards the minimum wage for an apartment furnished to an employee in a residential building as specified in the Building Services Industry Wage Order, 12 NYCRR Part 141 at § 141-1.5.

Apartment with separate meter. An employer may receive credit towards the minimum wage for the amount shown on the utility bill for an apartment that has a separate meter.

TBD. To be determined administratively prior to the dates indicated.

Telephone. An employer may receive credit towards the minimum wage for the amount of a telephone bill that is in excess of the minimum billing rate when the employer requires a telephone.