



Summary of Wage Order Rates and Credits for the Hospitality Industry

| | Effective 1/1/11 | Effective 12/31/13 | Effective 12/31/14 | Effective 12/31/15 |
|---|---------------------|-----------------------|-----------------------|-----------------------|
| Basic Minimum Hourly Rate | \$7.25 | \$8.00 | \$8.75 | \$9.00 |
| Cash Wage & Tip Credits (per hour) | <u>Wage</u> | <u>Tips</u> | <u>Tips</u> | <u>Tips</u> |
| Food Service Workers | \$5.00 | \$2.25 | \$3.00 | \$4.00 |
| Service Employees | \$5.65 | \$1.60 | \$2.35 | \$3.35 |
| Service Employees – Resort Hotels only* | \$4.90 | \$2.35 | \$3.10 | \$4.10 |
| * Only if tips average at least | | \$4.10 | \$4.50 | \$5.05 |
| Uniform Maintenance Rate (per week) | | | | |
| Over 30 hours | \$9.00 | \$9.95 | \$10.90 | \$11.20 |
| Over 20 to 30 hours | \$7.10 | \$7.85 | \$ 8.60 | \$ 8.85 |
| 20 hours or less | \$4.30 | \$4.75 | \$ 5.20 | \$ 5.35 |
| Meal Credits (per meal) | | | | |
| Restaurants & All Year Hotels | | | | |
| Service & Food Service Workers | \$2.50 | \$2.50 | \$2.50 | \$2.50 |
| All non-service workers | \$2.50 | \$2.75 | \$3.00 | \$3.10 |
| Resort Hotels | | | | |
| Food Service Workers | \$2.75 | \$2.75 | \$2.75 | \$2.75 |
| Service Employees | \$3.25 | \$3.25 | \$3.25 | \$3.25 |
| All non-service workers | \$3.25 | \$3.60 | \$3.95 | \$4.05 |
| Lodging Credits | | | | |
| Restaurants – per day | | | | |
| Food Service Workers | \$1.50 | \$1.50 | \$1.50 | \$1.50 |
| Service Employees | \$1.75 | \$1.75 | \$1.75 | \$1.75 |
| All non-service workers | \$1.75 | \$1.95 | \$2.15 | \$2.20 |
| Restaurants – per week | | | | |
| Food Service Workers | \$ 9.60 | \$ 9.60 | \$ 9.60 | \$ 9.60 |
| Service Employees | \$11.30 | \$11.30 | \$11.30 | \$11.30 |
| All non-service workers | \$11.30 | \$12.45 | \$13.60 | \$14.00 |
| Hotels & Resort Hotels without meals – per hour | | | | |
| Food Service Workers | \$0.35 | \$0.35 | \$0.35 | \$0.35 |
| Service Employees | \$0.35 | \$0.35 | \$0.35 | \$0.35 |
| All non-service workers | \$0.35 | \$0.40 | \$0.45 | \$0.45 |
| Resort Hotels with 3 daily meals – per day | | | | |
| Food service workers | \$13.75 | \$13.75 | \$13.75 | \$13.75 |
| Service Employees | \$16.25 | \$16.25 | \$16.25 | \$16.25 |
| All non-service workers | \$16.25 | \$17.95 | \$19.65 | \$20.20 |
| Executive and Administrative Exemption | | | | |
| Minimum weekly salary required | \$543.75 | \$600.00 | \$656.25 | \$675.00 |

A *Food Service Worker* is an employee primarily engaged in the serving of food and beverages to guests, patrons or customers in the hospitality industry. They include, but are not limited to, wait staff, bartenders, captains and busing personnel. They regularly receive tips from guests, patrons or customers.

A *Service Employee* is an employee, other than a food service worker, who customarily receives tips of at least \$1.60 on and after January 1, 2011; \$1.75 on and after December 31, 2013; \$1.90 on and after December 31, 2014; and \$1.95 on and after December 31, 2015, or more per hour. The term includes housekeepers.