



## Wage Order Summary Miscellaneous Industry

### **BASIC MINIMUM HOURLY RATE (per hour)**

	...as of	12/31/20	12/31/21	12/31/22	01/01/24	01/01/25	01/01/26
<b>BASIC MINIMUM HOURLY RATE</b>							
NYC - Large Employers (of 11 or more)		\$15.00	\$15.00	\$15.00	\$16.00	\$16.50	\$17.00
NYC - Small Employers (10 or less)		\$15.00	\$15.00	\$15.00	\$16.00	\$16.50	\$17.00
Long Island & Westchester		\$14.00	\$15.00	\$15.00	\$16.00	\$16.50	\$17.00
Remainder of New York State		\$12.50	\$13.20	\$14.20	\$15.00	\$15.50	\$16.00

### **TIPPED ALLOWANCES (per hour)**

	...as of	12/31/20	12/31/21	12/31/22	01/01/24	01/01/25	01/01/26
<b>TIP ALLOWANCE - LOW (tips averaging at least)</b>							
NYC - Large Employers (of 11 or more)		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
NYC - Small Employers (10 or less)		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Long Island & Westchester		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Remainder of New York State		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>TIP ALLOWANCE - HIGH (tips averaging at least)</b>							
NYC - Large Employers (of 11 or more)		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
NYC - Small Employers (10 or less)		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Long Island & Westchester		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Remainder of New York State		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

### **UNIFORM MAINTENANCE ALLOWANCES (per week)**

	...as of	12/31/20	12/31/21	12/31/22	01/01/24	01/01/25	01/01/26
<b>LOW (20 or fewer weekly hours)</b>							
NYC - Large Employers (of 11 or more)		\$8.90	\$8.90	\$8.90	\$9.50	\$9.80	\$10.10
NYC - Small Employers (10 or less)		\$8.90	\$8.90	\$8.90	\$9.50	\$9.80	\$10.10
Long Island & Westchester		\$8.30	\$8.90	\$8.90	\$9.50	\$9.80	\$10.10
Remainder of New York State		\$7.45	\$7.85	\$8.45	\$8.95	\$9.25	\$9.55
<b>MEDIUM (over 20 and up to 30 weekly hours)</b>							
NYC - Large Employers (of 11 or more)		\$14.75	\$14.75	\$14.75	\$15.75	\$16.25	\$16.75
NYC - Small Employers (10 or less)		\$14.75	\$14.75	\$14.75	\$15.75	\$16.25	\$16.75
Long Island & Westchester		\$13.75	\$14.75	\$14.75	\$15.75	\$16.25	\$16.75
Remainder of New York State		\$12.30	\$13.00	\$14.00	\$14.80	\$15.30	\$15.80
<b>HIGH (over 30 weekly hours)</b>							
NYC - Large Employers (of 11 or more)		\$18.65	\$18.65	\$18.65	\$19.90	\$20.50	\$21.10
NYC - Small Employers (10 or less)		\$18.65	\$18.65	\$18.65	\$19.90	\$20.50	\$21.10
Long Island & Westchester		\$17.40	\$18.65	\$18.65	\$19.90	\$20.50	\$21.10
Remainder of New York State		\$15.55	\$16.40	\$17.65	\$18.65	\$19.25	\$19.85

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### MEAL ALLOWANCE (per meal)

	...as of	12/31/20	12/31/21	12/31/22	01/01/24	01/01/25	01/01/26
<b>MEAL ALLOWANCE</b>							
NYC - Large Employers (of 11 or more)		\$5.15	\$5.15	\$5.15	\$5.50	\$5.65	\$5.80
NYC - Small Employers (10 or less)		\$5.15	\$5.15	\$5.15	\$5.50	\$5.65	\$5.80
Long Island & Westchester		\$4.80	\$5.15	\$5.15	\$5.50	\$5.65	\$5.80
Remainder of New York State		\$4.30	\$4.55	\$4.90	\$5.20	\$5.35	\$5.50

### LODGING ALLOWANCES - EXCEPT NON-PROFITS (per day)

	...as of	12/31/20	12/31/21	12/31/22	01/01/24	01/01/25	01/01/26
<b>LODGING</b>							
NYC - Large Employers (of 11 or more)		\$6.35	\$6.35	\$6.35	\$6.75	\$6.95	\$7.15
NYC - Small Employers (10 or less)		\$6.35	\$6.35	\$6.35	\$6.75	\$6.95	\$7.15
Long Island & Westchester		\$5.90	\$6.35	\$6.35	\$6.75	\$6.95	\$7.15
Remainder of New York State		\$5.30	\$5.60	\$6.00	\$6.35	\$6.55	\$6.75
<b>HOUSE OR APARTMENT WITH UTILITIES</b>							
NYC - Large Employers (of 11 or more)		\$12.00	\$12.00	\$12.00	\$12.80	\$13.20	\$13.60
NYC - Small Employers (10 or less)		\$12.00	\$12.00	\$12.00	\$12.80	\$13.20	\$13.60
Long Island & Westchester		\$11.20	\$12.00	\$12.00	\$12.80	\$13.20	\$13.60
Remainder of New York State		\$10.00	\$10.55	\$11.35	\$12.00	\$12.40	\$12.80

### LODGING ALLOWANCES - NON-PROFITS

	...as of	12/31/20	12/31/21	12/31/22	01/01/24	01/01/25	01/01/26
<b>LODGING (per day)</b>							
NYC - Large Employers (of 11 or more)		\$8.90	\$8.90	\$8.90	\$9.50	\$9.80	\$10.10
NYC - Small Employers (10 or less)		\$8.90	\$8.90	\$8.90	\$9.50	\$9.80	\$10.10
Long Island & Westchester		\$8.30	\$8.90	\$8.90	\$9.50	\$9.80	\$10.10
Remainder of New York State		\$7.45	\$7.85	\$8.45	\$8.95	\$9.25	\$9.55
<b>HOUSE OR APARTMENT WITH UTILITIES (per day)</b>							
NYC - Large Employers (of 11 or more)		\$18.65	\$18.65	\$18.65	\$19.90	\$20.50	\$21.10
NYC - Small Employers (10 or less)		\$18.65	\$18.65	\$18.65	\$19.90	\$20.50	\$21.10
Long Island & Westchester		\$17.40	\$18.65	\$18.65	\$19.90	\$20.50	\$21.10
Remainder of New York State		\$15.55	\$16.40	\$17.65	\$18.65	\$19.25	\$19.85
<b>NON-PROFITS CHILDREN'S CAMPS (per hour)</b>							
NYC - Large Employers (of 11 or more)		\$0.75	\$0.75	\$0.75	\$0.80	\$0.85	\$0.90
NYC - Small Employers (10 or less)		\$0.75	\$0.75	\$0.75	\$0.80	\$0.85	\$0.90
Long Island & Westchester		\$0.70	\$0.75	\$0.75	\$0.80	\$0.85	\$0.90
Remainder of New York State		\$0.65	\$0.70	\$0.75	\$0.80	\$0.85	\$0.90

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### EXECUTIVE AND ADMINISTRATIVE EXEMPTION (per week)

...as of	12/31/20	12/31/21	12/31/22	01/01/24	01/01/25	01/01/26
<b>MINIMUM SALARY REQUIRED</b>						
NYC - Large Employers (of 11 or more)	\$1,125.00	\$1,125.00	\$1,125.00	\$1,200.00	\$1,237.50	\$1,275.00
NYC - Small Employers (10 or less)	\$1,125.00	\$1,125.00	\$1,125.00	\$1,200.00	\$1,237.50	\$1,275.00
Long Island & Westchester	\$1,050.00	\$1,125.00	\$1,125.00	\$1,200.00	\$1,237.50	\$1,275.00
Remainder of New York State	\$937.50	\$990.00	\$1,064.25	\$1,124.20	\$1,161.65	\$1,199.10

### NOTES

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