

Wage Order Summary Hospitality 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
GENERAL MINIMUM WAGE						
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
FAST FOOD WORKERS						
New York City	\$15.00	\$15.00	\$15.00	\$16.00	\$16.50	\$17.00
Long Island & Westchester	\$14.50	\$15.00	\$15.00	\$16.00	\$16.50	\$17.00
Remainder of New York State	\$14.50	\$15.00	\$15.00	\$15.00	\$15.50	\$16.00

TIPPED FOOD SERVICE WORKERS (per hour)

...as of	12/31/20	12/31/21	12/31/22	01/01/24	01/01/25	01/01/26
CASH WAGE PAID BY EMPLOYER (minimum)						
NYC - Large Employers (of 11 or more)	\$10.00	\$10.00	\$10.00	\$10.65	\$11.00	\$11.35
NYC - Small Employers (10 or less)	\$10.00	\$10.00	\$10.00	\$10.65	\$11.00	\$11.35
Long Island & Westchester	\$9.35	\$10.00	\$10.00	\$10.65	\$11.00	\$11.35
Remainder of New York State	\$8.35	\$8.80	\$9.45	\$10.00	\$10.35	\$10.70
CREDIT FOR TIPS RECIEVED (maximum)						
NYC - Large Employers (of 11 or more)	\$5.00	\$5.00	\$5.00	\$5.35	\$5.50	\$5.65
NYC - Small Employers (10 or less)	\$5.00	\$5.00	\$5.00	\$5.35	\$5.50	\$5.65
Long Island & Westchester	\$4.65	\$5.00	\$5.00	\$5.35	\$5.50	\$5.65
Remainder of New York State	\$4.15	\$4.40	\$4.75	\$5.00	\$5.15	\$5.30

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TIPPED SERVICE EMPLOYEES (per hour)

...as of	12/31/20	12/31/21	12/31/22	01/01/24	01/01/25	01/01/26
CASH WAGE PAID BY EMPLOYER (minimum)						
NYC - Large Employers (of 11 or more)	\$12.50	\$12.50	\$12.50	\$13.35	\$13.75	\$14.15
NYC - Small Employers (10 or less)	\$12.50	\$12.50	\$12.50	\$13.35	\$13.75	\$14.15
Long Island & Westchester	\$11.65	\$12.50	\$12.50	\$13.35	\$13.75	\$14.15
Remainder of New York State	\$10.40	\$11.00	\$11.85	\$12.50	\$12.90	\$13.30
CREDIT FOR TIPS RECEIVED (maximum)						
NYC - Large Employers (of 11 or more)	\$2.50	\$2.50	\$2.50	\$2.65	\$2.75	\$2.85
NYC - Small Employers (10 or less)	\$2.50	\$2.50	\$2.50	\$2.65	\$2.75	\$2.85
Long Island & Westchester	\$2.35	\$2.50	\$2.50	\$2.65	\$2.75	\$2.85
Remainder of New York State	\$2.10	\$2.20	\$2.35	\$2.50	\$2.60	\$2.70
THRESHOLD TIPS REQUIRED IN RESTAURANTS AND ALL YEAR HOTELS (minimum)						
NYC - Large Employers (of 11 or more)	\$3.25	\$3.25	\$3.25	\$3.45	\$3.55	\$3.65
NYC - Small Employers (10 or less)	\$3.25	\$3.25	\$3.25	\$3.45	\$3.55	\$3.65
Long Island & Westchester	\$3.05	\$3.25	\$3.25	\$3.45	\$3.55	\$3.65
Remainder of New York State	\$2.70	\$2.85	\$3.05	\$3.20	\$3.30	\$3.40
THRESHOLD TIPS REQUIRED IN RESORT HOTELS (minimum)						
NYC - Large Employers (of 11 or more)	\$8.40	\$8.40	\$8.40	\$8.95	\$9.25	\$9.55
NYC - Small Employers (10 or less)	\$8.40	\$8.40	\$8.40	\$8.95	\$9.25	\$9.55
Long Island & Westchester	\$7.85	\$8.40	\$8.40	\$8.95	\$9.25	\$9.55
Remainder of New York State	\$7.00	\$7.40	\$7.95	\$8.40	\$8.70	\$9.00
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
LOW (20 or fewer hours per week)						
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
MEDIUM (over 20 and up to 30 hours per week)						
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
HIGH (over 30 hours per week)						
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 CREDITS - RESTAURANTS AND ALL YEAR HOTELS (per meal)

...as of	12/31/20	12/31/21	12/31/22	01/01/24	01/01/25	01/01/26
FOOD SERVICE WORKERS						
NYC - Large Employers (of 11 or more)	\$3.60	\$3.60	\$3.60	\$3.85	\$3.95	\$4.05
NYC - Small Employers (10 or less)	\$3.60	\$3.60	\$3.60	\$3.85	\$3.95	\$4.05
Long Island & Westchester	\$3.45	\$3.60	\$3.60	\$3.85	\$3.95	\$4.05
Remainder of New York State	\$3.15	\$3.35	\$3.60	\$3.80	\$3.95	\$4.10
SERVICE EMPLOYEES						
NYC - Large Employers (of 11 or more)	\$4.15	\$4.15	\$4.15	\$4.45	\$4.60	\$4.75
NYC - Small Employers (10 or less)	\$4.15	\$4.15	\$4.15	\$4.45	\$4.60	\$4.75
Long Island & Westchester	\$3.90	\$4.15	\$4.15	\$4.45	\$4.60	\$4.75
Remainder of New York State	\$3.45	\$3.65	\$3.90	\$4.10	\$4.25	\$4.40
ALL OTHERS						
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

MEAL CREDITS - RESORT HOTELS (per meal)

...as of	12/31/20	12/31/21	12/31/22	01/01/24	01/01/25	01/01/26
FOOD SERVICE WORKERS						
NYC - Large Employers (of 11 or more)	\$3.95	\$3.95	\$3.95	\$4.20	\$4.35	\$4.50
NYC - Small Employers (10 or less)	\$3.95	\$3.95	\$3.95	\$4.20	\$4.35	\$4.50
Long Island & Westchester	\$3.75	\$3.95	\$3.95	\$4.20	\$4.35	\$4.50
Remainder of New York State	\$3.45	\$3.65	\$3.90	\$4.10	\$4.25	\$4.40
SERVICE EMPLOYEES						
NYC - Large Employers (of 11 or more)	\$5.40	\$5.40	\$5.40	\$5.75	\$5.95	\$6.15
NYC - Small Employers (10 or less)	\$5.40	\$5.40	\$5.40	\$5.75	\$5.95	\$6.15
Long Island & Westchester	\$5.05	\$5.40	\$5.40	\$5.75	\$5.95	\$6.15
Remainder of New York State	\$4.50	\$4.75	\$5.10	\$5.40	\$5.60	\$5.80
ALL OTHERS						
NYC - Large Employers (of 11 or more)	\$6.75	\$6.75	\$6.75	\$7.20	\$7.45	\$7.70
NYC - Small Employers (10 or less)	\$6.75	\$6.75	\$6.75	\$7.20	\$7.45	\$7.70
Long Island & Westchester	\$6.30	\$6.75	\$6.75	\$7.20	\$7.45	\$7.70
Remainder of New York State	\$5.65	\$5.95	\$6.40	\$6.75	\$7.00	\$7.25

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LODGING CREDITS - RESTAURANTS (per day)

...as of	12/31/20	12/31/21	12/31/22	01/01/24	01/01/25	01/01/26
FOOD SERVICE WORKERS						
NYC - Large Employers (of 11 or more)	\$2.15	\$2.15	\$2.15	\$2.30	\$2.35	\$2.40
NYC - Small Employers (10 or less)	\$2.15	\$2.15	\$2.15	\$2.30	\$2.35	\$2.40
Long Island & Westchester	\$2.06	\$2.15	\$2.15	\$2.30	\$2.35	\$2.40
Remainder of New York State	\$1.90	\$2.00	\$2.15	\$2.25	\$2.35	\$2.45
SERVICE EMPLOYEES						
NYC - Large Employers (of 11 or more)	\$2.90	\$2.90	\$2.90	\$3.10	\$3.20	\$3.30
NYC - Small Employers (10 or less)	\$2.90	\$2.90	\$2.90	\$3.10	\$3.20	\$3.30
Long Island & Westchester	\$2.70	\$2.90	\$2.90	\$3.10	\$3.20	\$3.30
Remainder of New York State	\$2.45	\$2.60	\$2.80	\$2.95	\$3.05	\$3.15
ALL OTHERS						
NYC - Large Employers (of 11 or more)	\$3.65	\$3.65	\$3.65	\$3.90	\$4.00	\$4.10
NYC - Small Employers (10 or less)	\$3.65	\$3.65	\$3.65	\$3.90	\$4.00	\$4.10
Long Island & Westchester	\$3.40	\$3.65	\$3.65	\$3.90	\$4.00	\$4.10
Remainder of New York State	\$3.05	\$3.20	\$3.45	\$3.65	\$3.75	\$3.85

LODGING CREDITS - RESTAURANTS (per week)

...as of	12/31/20	12/31/21	12/31/22	01/01/24	01/01/25	01/01/26
FOOD SERVICE WORKERS						
NYC - Large Employers (of 11 or more)	\$13.85	\$13.85	\$13.85	\$14.75	\$15.20	\$16.65
NYC - Small Employers (10 or less)	\$13.85	\$13.85	\$13.85	\$14.75	\$15.20	\$16.65
Long Island & Westchester	\$13.15	\$13.85	\$13.85	\$14.75	\$15.20	\$15.65
Remainder of New York State	\$12.10	\$12.80	\$13.75	\$14.50	\$15.00	\$15.50
SERVICE EMPLOYEES						
NYC - Large Employers (of 11 or more)	\$18.85	\$18.85	\$18.85	\$20.10	\$20.75	\$21.40
NYC - Small Employers (10 or less)	\$18.85	\$18.85	\$18.85	\$20.10	\$20.75	\$21.40
Long Island & Westchester	\$17.60	\$18.85	\$18.85	\$20.10	\$20.75	\$21.40
Remainder of New York State	\$15.70	\$16.60	\$17.85	\$18.85	\$19.50	\$20.15
ALL OTHERS						
NYC - Large Employers (of 11 or more)	\$23.35	\$23.35	\$23.35	\$24.90	\$25.70	\$26.50
NYC - Small Employers (10 or less)	\$23.35	\$23.35	\$23.35	\$24.90	\$25.70	\$26.50
Long Island & Westchester	\$21.80	\$23.35	\$23.35	\$24.90	\$25.70	\$26.50
Remainder of New York State	\$19.45	\$20.55	\$22.10	\$23.35	\$24.10	\$24.90

Wage Order Summary Hospitality Industry

LODGING CREDITS - HOTELS AND RESORT HOTELS WITHOUT MEALS (per hour)

...as of	12/31/20	12/31/21	12/31/22	01/01/24	01/01/25	01/01/26
FOOD SERVICE WORKERS						
NYC - Large Employers (of 11 or more)	\$0.50	\$0.50	\$0.50	\$0.55	\$0.55	\$0.55
NYC - Small Employers (10 or less)	\$0.50	\$0.50	\$0.50	\$0.55	\$0.55	\$0.55
Long Island & Westchester	\$0.50	\$0.50	\$0.50	\$0.55	\$0.55	\$0.55
Remainder of New York State	\$0.45	\$0.50	\$0.55	\$0.60	\$0.60	\$0.60
SERVICE EMPLOYEES						
NYC - Large Employers (of 11 or more)	\$0.60	\$0.60	\$0.60	\$0.65	\$0.65	\$0.65
NYC - Small Employers (10 or less)	\$0.60	\$0.60	\$0.60	\$0.65	\$0.65	\$0.65
Long Island & Westchester	\$0.55	\$0.60	\$0.60	\$0.65	\$0.65	\$0.65
Remainder of New York State	\$0.50	\$0.55	\$0.60	\$0.65	\$0.65	\$0.65
ALL OTHERS						
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

LODGING CREDITS WITH MEALS (3 per day) - RESORT HOTELS (per day)

...as of	12/31/20	12/31/21	12/31/22	01/01/24	01/01/25	01/01/26
FOOD SERVICE WORKERS						
NYC - Large Employers (of 11 or more)	\$19.85	\$19.85	\$19.85	\$21.15	\$21.80	\$22.45
NYC - Small Employers (10 or less)	\$19.85	\$19.85	\$19.85	\$21.15	\$21.80	\$22.45
Long Island & Westchester	\$18.85	\$19.85	\$19.85	\$21.15	\$21.80	\$22.45
Remainder of New York State	\$17.30	\$18.25	\$19.60	\$20.70	\$21.40	\$22.10
SERVICE EMPLOYEES						
NYC - Large Employers (of 11 or more)	\$27.10	\$27.10	\$27.10	\$28.90	\$29.80	\$30.70
NYC - Small Employers (10 or less)	\$27.10	\$27.10	\$27.10	\$28.90	\$29.80	\$30.70
Long Island & Westchester	\$25.30	\$27.10	\$27.10	\$28.90	\$29.80	\$28.85
Remainder of New York State	\$22.55	\$23.80	\$25.60	\$27.05	\$27.95	\$30.70
ALL OTHERS						
NYC - Large Employers (of 11 or more)	\$33.65	\$33.65	\$33.65	\$35.90	\$37.00	\$38.10
NYC - Small Employers (10 or less)	\$33.65	\$33.65	\$33.65	\$35.90	\$37.00	\$38.10
Long Island & Westchester	\$31.40	\$33.65	\$33.65	\$35.90	\$37.00	\$38.10
Remainder of New York State	\$28.05	\$29.60	\$31.80	\$33.60	\$34.70	\$35.80

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
MINIMUM SALARY REQUIRED						
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	\$1,199.00

Wage Order Summary

Hospitality Industry

NOTES

Fast Food Employee. A Fast Food Employee includes any person employed at or for a Fast Food Establishment whose duties include customer service, cooking, food or drink preparation, delivery, security, stocking supplies or equipment, cleaning or routine maintenance.

Fast Food Establishment. A Fast Food Establishment is a business that primarily serves food or drinks, offers limited service, where customers order and pay before eating, and is part of a chain of 30 or more locations nationally.

Food Service Worker. 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.

Service Employee. A Service Employee is an employee, other than a food service worker or fast food worker, who customarily receives tips of at least the Service Employee Minimum Tip Threshold amounts listed above.

TBD. To be determined administratively at future dates.