

Attention Building Service Industry Employees

Minimum Wage hourly rates effective 12/31/2020 – 12/30/2021

New York City

All Employers

Minimum Wage

\$15.00

Overtime after 40 hours \$22.50

Janitor minimum rate per unit \$10.00
or

Janitor minimum weekly salary \$638.00

Long Island and Westchester County

Minimum Wage \$14.00

Overtime after 40 hours \$21.00

Janitor minimum rate per unit \$9.35
or

Janitor minimum weekly salary \$595.45

Remainder of New York State

Minimum Wage \$12.50

Overtime after 40 hours \$18.75

Janitor minimum rate per unit \$8.35
or

Janitor minimum weekly salary \$531.65

If you have questions, need more information or want to file a complaint, please visit www.labor.ny.gov/minimumwage or call:

(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 in addition to 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.