

Minimum Wage hourly rates effective 12/31/2019 – 12/30/2020

New York City

All Employers

Minimum Wage

\$15.00

Overtime after 60 hours \$22.50*

Long Island and Westchester County

Minimum Wage \$13.00

Overtime after 60 hours \$19.50*

Remainder of New York State

Minimum Wage \$11.80

Overtime after 60 hours \$17.70*

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:

- **Meals and lodging** – Your employer may claim a limited amount of your wages for meals and lodging that they provide to you, as long as they do not charge you anything else. The rates and requirements are in wage orders and summaries, which are available online.

Exception: Employers may not claim any of your wages for lodging if you are a migrant seasonal worker.

Extra Pay you may be owed in addition to the minimum wage rates shown above:

- **Overtime – Takes effect 1/1/2020.** You must be paid 1 1/2 times your regular rate of pay (no less than the overtime amounts shown above) for hours worked over 60 in a calendar week and/or for any hours worked on your day of rest.
- **Uniform maintenance** – If you clean your own uniform, you may be entitled to additional weekly pay. The weekly rates are available online.
- **Federal Law** – If you are an employee covered under the federal Fair Labor Standards Act, you must be paid according to state law and also according to higher federal requirements, if they apply.