



Hospitality Industry

BASIC MINIMUM HOURLY RATE (per hour)

...as of 12/31/16 12/31/17 12/31/18 12/31/19 12/31/20 12/31/21

GENERAL MINIMUM WAGE

NYC - Large Employers (of 11 or more)	\$11.00	\$13.00	\$15.00	\$15.00	\$15.00	\$15.00
NYC - Small Employers (10 or less)	\$10.50	\$12.00	\$13.50	\$15.00	\$15.00	\$15.00
Long Island & Westchester	\$10.00	\$11.00	\$12.00	\$13.00	\$14.00	\$15.00
Remainder of New York State	\$9.70	\$10.40	\$11.10	\$11.80	\$12.50	TBD

FAST FOOD WORKERS

New York City	\$12.00	\$13.50	\$15.00	\$15.00	\$15.00	\$15.00
Rest of State	\$10.75	\$11.75	\$12.75	\$13.75	\$14.50	\$15.00

TIPPED FOOD SERVICE WORKERS (per hour)

...as of 12/31/16 12/31/17 12/31/18 12/31/19 12/31/20 12/31/21

CASH WAGE PAID BY EMPLOYER (minimum)

NYC - Large Employers (of 11 or more)	\$7.50	\$8.65	\$10.00	\$10.00	\$10.00	\$10.00
NYC - Small Employers (10 or less)	\$7.50	\$8.00	\$9.00	\$10.00	\$10.00	\$10.00
Long Island & Westchester	\$7.50	\$7.50	\$8.00	\$8.65	\$9.35	\$10.00
Remainder of New York State	\$7.50	\$7.50	\$7.50	\$7.85	\$8.35	TBD

CREDIT FOR TIPS RECEIVED (maximum)

NYC - Large Employers (of 11 or more)	\$3.50	\$4.35	\$5.00	\$5.00	\$5.00	\$5.00
NYC - Small Employers (10 or less)	\$3.00	\$4.00	\$4.50	\$5.00	\$5.00	\$5.00
Long Island & Westchester	\$2.50	\$3.50	\$4.00	\$4.35	\$4.65	\$5.00
Remainder of New York State	\$2.20	\$2.90	\$3.60	\$3.95	\$4.15	TBD

Hospitality Industry

TIPPED SERVICE EMPLOYEES (per hour)

...as of 12/31/16 12/31/17 12/31/18 12/31/19 12/31/20 12/31/21

CASH WAGE PAID BY EMPLOYER (minimum)

NYC - Large Employers (of 11 or more)	\$9.15	\$10.85	\$12.50	\$12.50	\$12.50	\$12.50
NYC - Small Employers (10 or less)	\$8.75	\$10.00	\$11.25	\$12.50	\$12.50	\$12.50
Long Island & Westchester	\$8.35	\$9.15	\$10.00	\$10.85	\$11.65	\$12.50
Remainder of New York State	\$8.10	\$8.65	\$9.25	\$9.85	\$10.40	TBD

CREDIT FOR TIPS RECEIVED (maximum)

NYC - Large Employers (of 11 or more)	\$1.85	\$2.15	\$2.50	\$2.50	\$2.50	\$2.50
NYC - Small Employers (10 or less)	\$1.75	\$2.00	\$2.25	\$2.50	\$2.50	\$2.50
Long Island & Westchester	\$1.65	\$1.85	\$2.00	\$2.15	\$2.35	\$2.50
Remainder of New York State	\$1.60	\$1.75	\$1.85	\$1.95	\$2.10	TBD

THRESHOLD TIPS REQUIRED IN RESTAURANTS AND ALL YEAR HOTELS (minimum)

NYC - Large Employers (of 11 or more)	\$2.40	\$2.80	\$3.25	\$3.25	\$3.25	\$3.25
NYC - Small Employers (10 or less)	\$2.30	\$2.60	\$2.95	\$3.25	\$3.25	\$3.25
Long Island & Westchester	\$2.15	\$2.40	\$2.60	\$2.80	\$3.05	\$3.25
Remainder of New York State	\$2.10	\$2.25	\$2.40	\$2.55	\$2.70	TBD

THRESHOLD TIPS REQUIRED IN RESORT HOTELS (minimum)

NYC - Large Employers (of 11 or more)	\$6.15	\$7.30	\$8.40	\$8.40	\$8.40	\$8.40
NYC - Small Employers (10 or less)	\$5.90	\$6.75	\$7.60	\$8.40	\$8.40	\$8.40
Long Island & Westchester	\$5.60	\$6.15	\$6.75	\$7.30	\$7.85	\$8.40
Remainder of New York State	\$5.45	\$5.85	\$6.25	\$6.60	\$7.00	TBD

UNIFORM MAINTENANCE ALLOWANCES (per week)

...as of 12/31/16 12/31/17 12/31/18 12/31/19 12/31/20 12/31/21

LOW (20 or fewer hours per week)

NYC - Large Employers (of 11 or more)	\$6.55	\$7.75	\$8.90	\$8.90	\$8.90	\$8.90
NYC - Small Employers (10 or less)	\$6.25	\$7.15	\$8.05	\$8.90	\$8.90	\$8.90
Long Island & Westchester	\$5.95	\$6.55	\$7.15	\$7.75	\$8.30	\$8.90
Remainder of New York State	\$5.75	\$6.20	\$6.60	\$7.00	\$7.45	TBD

MEDIUM (over 20 and up to 30 hours per week)

NYC - Large Employers (of 11 or more)	\$10.80	\$12.80	\$14.75	\$14.75	\$14.75	\$14.75
NYC - Small Employers (10 or less)	\$10.35	\$11.80	\$13.30	\$14.75	\$14.75	\$14.75
Long Island & Westchester	\$9.85	\$10.80	\$11.80	\$12.80	\$13.75	\$14.75
Remainder of New York State	\$9.55	\$10.25	\$10.90	\$11.60	\$12.30	TBD

HIGH (over 30 hours per week)

NYC - Large Employers (of 11 or more)	\$13.70	\$16.20	\$18.65	\$18.65	\$18.65	\$18.65
NYC - Small Employers (10 or less)	\$13.05	\$14.95	\$16.80	\$18.65	\$18.65	\$18.65
Long Island & Westchester	\$12.45	\$13.70	\$14.95	\$16.20	\$17.40	\$18.65
Remainder of New York State	\$12.05	\$12.95	\$13.80	\$14.70	\$15.55	TBD

Hospitality Industry

MEAL CREDITS - RESTAURANTS AND ALL YEAR HOTELS (per meal)

...as of	12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
FOOD SERVICE WORKERS						
NYC - Large Employers (of 11 or more)	\$2.85	\$3.25	\$3.60	\$3.60	\$3.60	\$3.60
NYC - Small Employers (10 or less)	\$2.80	\$3.05	\$3.35	\$3.60	\$3.60	\$3.60
Long Island & Westchester	\$2.70	\$2.85	\$3.05	\$3.25	\$3.45	\$3.60
Remainder of New York State	\$2.65	\$2.75	\$2.90	\$3.00	\$3.15	TBD
SERVICE EMPLOYEES						
NYC - Large Employers (of 11 or more)	\$3.05	\$3.60	\$4.15	\$4.15	\$4.15	\$4.15
NYC - Small Employers (10 or less)	\$2.90	\$3.35	\$3.75	\$4.15	\$4.15	\$4.15
Long Island & Westchester	\$2.80	\$3.05	\$3.35	\$3.60	\$3.90	\$4.15
Remainder of New York State	\$2.70	\$2.90	\$3.10	\$3.30	\$3.45	TBD
ALL OTHERS						
NYC - Large Employers (of 11 or more)	\$3.80	\$4.50	\$5.15	\$5.15	\$5.15	\$5.15
NYC - Small Employers (10 or less)	\$3.60	\$4.15	\$4.65	\$5.15	\$5.15	\$5.15
Long Island & Westchester	\$3.45	\$3.80	\$4.15	\$4.50	\$4.80	\$5.15
Remainder of New York State	\$3.35	\$3.60	\$3.80	\$4.05	\$4.30	TBD

MEAL CREDITS - RESORT HOTELS (per meal)

...as of	12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
FOOD SERVICE WORKERS						
NYC - Large Employers (of 11 or more)	\$3.15	\$3.55	\$3.95	\$3.95	\$3.95	\$3.95
NYC - Small Employers (10 or less)	\$3.05	\$3.35	\$3.65	\$3.95	\$3.95	\$3.95
Long Island & Westchester	\$2.95	\$3.15	\$3.35	\$3.55	\$3.75	\$3.95
Remainder of New York State	\$2.90	\$3.05	\$3.20	\$3.30	\$3.45	TBD
SERVICE EMPLOYEES						
NYC - Large Employers (of 11 or more)	\$3.95	\$4.70	\$5.40	\$5.40	\$5.40	\$5.40
NYC - Small Employers (10 or less)	\$3.80	\$4.35	\$4.90	\$5.40	\$5.40	\$5.40
Long Island & Westchester	\$3.60	\$3.95	\$4.35	\$4.70	\$5.05	\$5.40
Remainder of New York State	\$3.50	\$3.75	\$4.00	\$4.25	\$4.50	TBD
ALL OTHERS						
NYC - Large Employers (of 11 or more)	\$4.95	\$5.85	\$6.75	\$6.75	\$6.75	\$6.75
NYC - Small Employers (10 or less)	\$4.75	\$5.40	\$6.10	\$6.75	\$6.75	\$6.75
Long Island & Westchester	\$4.50	\$4.95	\$5.40	\$5.85	\$6.30	\$6.75
Remainder of New York State	\$4.35	\$4.70	\$5.00	\$5.30	\$5.65	TBD

Hospitality Industry

LODGING CREDITS - RESTAURANTS (per day)

...as of	12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
FOOD SERVICE WORKERS						
NYC - Large Employers (of 11 or more)	\$1.70	\$1.95	\$2.15	\$2.15	\$2.15	\$2.15
NYC - Small Employers (10 or less)	\$1.65	\$1.85	\$2.00	\$2.15	\$2.15	\$2.15
Long Island & Westchester	\$1.60	\$1.70	\$1.85	\$1.95	\$2.05	\$2.15
Remainder of New York State	\$1.60	\$1.65	\$1.75	\$1.80	\$1.90	TBD
SERVICE EMPLOYEES						
NYC - Large Employers (of 11 or more)	\$2.15	\$2.55	\$2.90	\$2.90	\$2.90	\$2.90
NYC - Small Employers (10 or less)	\$2.05	\$2.35	\$2.65	\$2.90	\$2.90	\$2.90
Long Island & Westchester	\$1.95	\$2.15	\$2.35	\$2.55	\$2.70	\$2.90
Remainder of New York State	\$1.90	\$2.00	\$2.15	\$2.30	\$2.45	TBD
ALL OTHERS						
NYC - Large Employers (of 11 or more)	\$2.70	\$3.20	\$3.65	\$3.65	\$3.65	\$3.65
NYC - Small Employers (10 or less)	\$2.55	\$2.95	\$3.30	\$3.65	\$3.65	\$3.65
Long Island & Westchester	\$2.45	\$2.70	\$2.95	\$3.20	\$3.40	\$3.65
Remainder of New York State	\$2.35	\$2.55	\$2.70	\$2.90	\$3.05	TBD

LODGING CREDITS - RESTAURANTS (per week)

...as of	12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
FOOD SERVICE WORKERS						
NYC - Large Employers (of 11 or more)	\$11.00	\$12.45	\$13.85	\$13.85	\$13.85	\$13.85
NYC - Small Employers (10 or less)	\$10.65	\$11.75	\$12.80	\$13.85	\$13.85	\$13.85
Long Island & Westchester	\$10.30	\$11.00	\$11.75	\$12.45	\$13.15	\$13.85
Remainder of New York State	\$10.10	\$10.60	\$11.10	\$11.60	\$12.10	TBD
SERVICE EMPLOYEES						
NYC - Large Employers (of 11 or more)	\$13.80	\$16.30	\$18.85	\$18.85	\$18.85	\$18.85
NYC - Small Employers (10 or less)	\$13.20	\$15.05	\$16.95	\$18.85	\$18.85	\$18.85
Long Island & Westchester	\$12.55	\$13.80	\$15.05	\$16.30	\$17.60	\$18.85
Remainder of New York State	\$12.20	\$13.05	\$13.95	\$14.80	\$15.70	TBD
ALL OTHERS						
NYC - Large Employers (of 11 or more)	\$17.10	\$20.20	\$23.35	\$23.35	\$23.35	\$23.35
NYC - Small Employers (10 or less)	\$16.35	\$18.65	\$21.00	\$23.35	\$23.35	\$23.35
Long Island & Westchester	\$15.55	\$17.10	\$18.65	\$20.20	\$21.80	\$23.35
Remainder of New York State	\$15.10	\$16.20	\$17.25	\$18.35	\$19.45	TBD

Hospitality Industry

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

...as of	12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
FOOD SERVICE WORKERS						
NYC - Large Employers (of 11 or more)	\$0.40	\$0.45	\$0.50	\$0.50	\$0.50	\$0.50
NYC - Small Employers (10 or less)	\$0.40	\$0.45	\$0.45	\$0.50	\$0.50	\$0.50
Long Island & Westchester	\$0.40	\$0.40	\$0.45	\$0.45	\$0.50	\$0.50
Remainder of New York State	\$0.35	\$0.40	\$0.40	\$0.40	\$0.45	TBD
SERVICE EMPLOYEES						
NYC - Large Employers (of 11 or more)	\$0.45	\$0.50	\$0.60	\$0.60	\$0.60	\$0.60
NYC - Small Employers (10 or less)	\$0.40	\$0.45	\$0.55	\$0.60	\$0.60	\$0.60
Long Island & Westchester	\$0.40	\$0.45	\$0.45	\$0.50	\$0.55	\$0.60
Remainder of New York State	\$0.40	\$0.40	\$0.45	\$0.45	\$0.50	TBD
ALL OTHERS						
NYC - Large Employers (of 11 or more)	\$0.55	\$0.65	\$0.75	\$0.75	\$0.75	\$0.75
NYC - Small Employers (10 or less)	\$0.55	\$0.60	\$0.70	\$0.75	\$0.75	\$0.75
Long Island & Westchester	\$0.50	\$0.55	\$0.60	\$0.65	\$0.70	\$0.75
Remainder of New York State	\$0.50	\$0.50	\$0.55	\$0.60	\$0.65	TBD

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

...as of	12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
FOOD SERVICE WORKERS						
NYC - Large Employers (of 11 or more)	\$15.80	\$17.80	\$19.85	\$19.85	\$19.85	\$19.85
NYC - Small Employers (10 or less)	\$15.30	\$16.80	\$18.35	\$19.85	\$19.85	\$19.85
Long Island & Westchester	\$14.75	\$15.80	\$16.80	\$17.80	\$18.85	\$19.85
Remainder of New York State	\$14.45	\$15.20	\$15.90	\$16.60	\$17.30	TBD
SERVICE EMPLOYEES						
NYC - Large Employers (of 11 or more)	\$19.85	\$23.45	\$27.10	\$27.10	\$27.10	\$27.10
NYC - Small Employers (10 or less)	\$18.95	\$21.65	\$24.40	\$27.10	\$27.10	\$27.10
Long Island & Westchester	\$18.05	\$19.85	\$21.65	\$23.45	\$25.30	\$27.10
Remainder of New York State	\$17.50	\$18.80	\$20.05	\$21.30	\$22.55	TBD
ALL OTHERS						
NYC - Large Employers (of 11 or more)	\$24.70	\$29.20	\$33.65	\$33.65	\$33.65	\$33.65
NYC - Small Employers (10 or less)	\$23.55	\$26.95	\$30.30	\$33.65	\$33.65	\$33.65
Long Island & Westchester	\$22.45	\$24.70	\$26.95	\$29.20	\$31.40	\$33.65
Remainder of New York State	\$21.75	\$23.35	\$24.90	\$26.50	\$28.05	TBD

EXECUTIVE AND ADMINISTRATIVE EXEMPTION (per week)

...as of	12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
MINIMUM SALARY REQUIRED						
NYC - Large Employers (of 11 or more)	\$825.00	\$975.00	\$1,125.00	\$1,125.00	\$1,125.00	\$1,125.00
NYC - Small Employers (10 or less)	\$787.50	\$900.00	\$1,012.50	\$1,125.00	\$1,125.00	\$1,125.00
Long Island & Westchester	\$750.00	\$825.00	\$900.00	\$975.00	\$1,050.00	\$1,125.00
Remainder of New York State	\$727.50	\$780.00	\$832.50	\$885.00	\$937.50	TBD

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.