



Attention Building Service Industry Employees

Minimum Wage hourly rates effective 12/31/2022 – 12/30/2023

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 \$15.00
Overtime after 40 hours \$22.50
Janitor minimum rate per unit \$10.00 or Janitor minimum weekly salary \$638.00
Remainder of New York State
Minimum Wage \$14.20
Overtime after 40 hours \$21.30
Janitor minimum rate per unit \$9.45 or Janitor minimum weekly salary \$603.50

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.