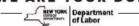
NEW YORK MINIMUM WAGE

Attention Miscellaneous Industry Employees



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

New York City	
Large Employers (11 or more employees)	Small Employers (10 or less employees)
Minimum Wage \$15.00	Minimum Wage \$15.00
Overtime after 40 hours \$22.50	Overtime after 40 hours \$22.50
Tipped workers \$15.00	Tipped workers \$15.00
Overtime after 40 hours \$22.50	Overtime after 40 hours \$22.50

Long Island and Westchester County Minimum Wage \$15.00

Overtime after 40 hours \$22.50

Tipped workers \$15.00

Overtime after 40 hours \$22.50

Remainder of New York State

Minimum Wage \$14.20

Overtime after 40 hours \$21.30

Tipped workers \$14.20

Overtime after 40 hours \$21.30

If you have questions, need more information or want to file a complaint, please visit www.labor.ny.gov/minimumwage or call: 1-888-469-7365.

Credits and Allowances that may reduce your pay below the minimum wage rates shown above:

- employer must pay the full applicable minimum wage rate, and cannot take any tip credit.
- Tips Beginning December 31, 2020, your 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 set forth in wage orders and summaries, which are available online.

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

- Overtime You must be paid 11/2 times your regular rate of pay (no less than amounts shown above) for weekly hours over 40 (or 44 for residential employees).
- Exceptions: Overtime is not required for salaried professionals, or for executives and administrative staff whose weekly salary is more than 75 times the minimum wage rate.
- Call-in pay If you go to work as scheduled and your employer sends you home early, you may be entitled to extra hours of pay at the minimum wage rate for that day.
- Spread of hours If your workday lasts longer than ten hours, you may be entitled to extra daily pay. The daily rate is equal to one hour of pay at 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.

Minimum Wage Poster Post in Plain View

LS 207 (11/22)