



# WAGE AND HOUR REGULATORY CHANGES

## Effective December 31, 2018

### Businesses in New York City with eleven (11) or more employees:

Non-tipped Employees	Service Workers	Food Service Workers	Minimum Weekly Salary For Exempt Employees
Minimum Wage: \$15.00 Overtime Rate: \$22.50	Cash Wage: \$12.50 Tip Credit: \$2.50 Tip Threshold: \$3.25 Overtime Rate: \$20.00	Cash Wage: \$10.00 Tip Credit: \$5.00 Overtime Rate: \$17.50	\$1,125.00

### Businesses in New York City with ten (10) or fewer employees:

Non-tipped Employees	Service Workers	Food Service Workers	Minimum Weekly Salary For Exempt Employees
Minimum Wage: \$13.50 Overtime Rate: \$20.25	Cash Wage: \$11.25 Tip Credit: \$2.25 Tip Threshold: \$2.95 Overtime Rate: \$18.00	Cash Wage: \$9.00 Tip Credit: \$4.50 Overtime Rate: \$15.75	\$1,012.50

### Businesses in Nassau, Suffolk, and Westchester Counties:

Non-tipped Employees	Service Workers	Food Service Workers	Minimum Weekly Salary For Exempt Employees
Minimum Wage: \$12.00 Overtime Rate: \$18.00	Cash Wage: \$10.00 Tip Credit: \$2.00 Tip Threshold: \$2.60 Overtime Rate: \$16.00	Cash Wage: \$8.00 Tip Credit: \$4.00 Overtime Rate: \$14.00	\$900.00

### Businesses not in NYC, Nassau, Suffolk, or Westchester Counties:

Non-tipped Employees	Service Workers	Food Service Workers	Minimum Weekly Salary For Exempt Employees
Minimum wage: \$11.10 Overtime rate: \$16.65	Cash Wage: \$9.25 Tip Credit: \$1.85 Tip Threshold: \$2.40 Overtime Rate: \$14.80	Cash Wage: \$7.50 Tip Credit: \$3.60 Overtime rate: \$13.05	\$832.00

### Fast Food Employees:\*

New York City	Rest of the State
Minimum wage: \$15.00 Overtime rate: \$22.50	Minimum wage: \$12.75 Overtime rate: \$19.13

\*Fast food employees, even if they receive tips, are not eligible for a tip credit.

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NYS RESTAURANT ASSOCIATION

**Helping Restaurateurs Succeed!**<sup>SM</sup>

For more information on this topic or many others, which effects your restaurant or the industry as a whole contact us by:

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