



**NEW YORK STATE
RESTAURANT
ASSOCIATION**

UPDATED MINIMUM WAGE RATES

to take effect January 1, 2026

Downstate Minimum Wage (New York City, Suffolk County, Nassau County and Westchester County)

Non-Tipped Employees:

\$17.00

Overtime Rate:

\$25.50

Service Workers:

\$14.15 cash wage
\$2.85 tip credit

Overtime Rate:

\$22.65

Food Service Workers:

\$11.35 cash wage
\$5.65 tip credit

Overtime Rate:

\$19.85

**Minimum
Yearly
Exempt
Salary:**

\$66,300

Upstate Minimum Wage (outside of NYC, Nassau County, Suffolk County and Westchester County)

Non tipped employees:

\$16.00

Overtime Rate:

\$24.00

Service Workers:

\$13.30 cash wage
\$2.70 tip credit

Overtime Rate:

\$21.30

Food Service Workers:

\$10.70 cash wage
\$5.30 tip credit

Overtime Rate:

\$18.70

**Minimum
Yearly
Exempt
Salary:**

\$62,353.20

Need assistance?

Call the compliance hotline at 833.682.6411 or email advocate@nysra.org detailing your issue or question and our government affairs team will assist you in any way we can.