



WAGE AND HOUR REGULATORY CHANGES

Effective December 31, 2017

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: \$13.00 Overtime Rate: \$19.50	Cash Wage: \$10.85 Tip Credit: \$2.15 Tip Threshold: \$2.80 Overtime Rate: \$16.28	Cash Wage: \$8.65 Tip Credit of \$4.35 Overtime Rate: \$15.15	\$975.00

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: \$12.00 Overtime Rate: \$18.00	Cash Wage: \$10.00 Tip Credit: \$2.00 Tip Threshold: \$2.60 Overtime Rate: \$15.00	Cash Wage: \$8.00 Tip Credit of \$4.00 Overtime Rate: \$14.00	\$900.00

Businesses in Nassau, Suffolk, and Westchester Counties:

Non-tipped Employees	Service Workers	Food Service Workers	Minimum Weekly Salary For Exempt Employees
Minimum Wage: \$11.00 Overtime Rate: \$16.50	Cash Wage: \$9.15 Tip Credit: \$1.85 Tip Threshold: \$2.40 Overtime Rate: \$13.73	Cash Wage: \$7.50 Tip Credit of \$3.50 Overtime Rate: \$13.00	\$825.00

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: \$10.40 Overtime rate: \$15.60	Cash Wage: \$8.65 Tip Credit: \$1.75 Tip Threshold: \$2.25 Overtime Rate: \$12.98	Cash Wage: \$7.50 Tip credit of \$2.90 Overtime rate: \$12.70	\$780.00

Fast Food Employees:*

New York City	Rest of the State
Minimum wage: \$13.50 Overtime rate: \$20.25	Minimum wage: \$11.75 Overtime rate: \$17.63

*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!SM

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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