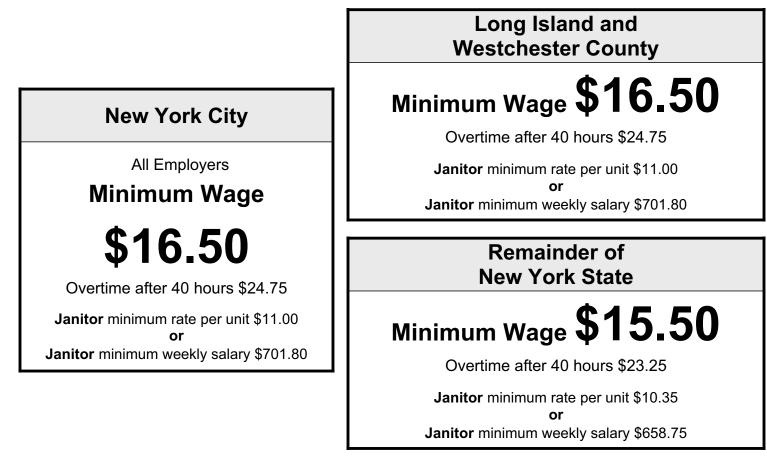
WE ARE YOUR DOL



Attention Building Service Industry Employees

Minimum Wage hourly rates effective 1/1/2025 – 12/31/2025



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:

- 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.

Minimum Wage Poster