



# Attention Building Service Industry Employees

## Minimum Wage hourly rates effective 1/1/2024 – 12/31/2024

<b>New York City</b>
All Employers
<b>Minimum Wage</b>
<b>\$16.00</b>
Overtime after 40 hours \$24.00
Janitor minimum rate per unit \$10.65 or Janitor minimum weekly salary \$680.55

<b>Long Island and Westchester County</b>
<b>Minimum Wage \$16.00</b>
Overtime after 40 hours \$24.00
Janitor minimum rate per unit \$10.65 or Janitor minimum weekly salary \$680.55
<b>Remainder of New York State</b>
<b>Minimum Wage \$15.00</b>
Overtime after 40 hours \$22.50
Janitor minimum rate per unit \$10.00 or Janitor minimum weekly salary \$637.50

If you have questions, need more information or want to file a complaint, please visit [www.labor.ny.gov/minimumwage](http://www.labor.ny.gov/minimumwage) or call:

**(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.