

BASIC MINIMUM HOURLY RATE (per hour)

...as of	6/30/20	12/31/20	12/31/21	12/31/22	01/01/24	01/01/25	01/01/26
BASIC MINIMUM HOURLY RATE							
NYC - Large Employers (of 11 or more)	\$15.00	\$15.00	\$15.00	\$15.00	\$16.00	\$16.50	\$17.00
NYC - Small Employers (10 or less)	\$15.00	\$15.00	\$15.00	\$15.00	\$16.00	\$16.50	\$17.00
Long Island & Westchester	\$13.00	\$14.00	\$15.00	\$15.00	\$16.00	\$16.50	\$17.00
Remainder of New York State	\$11.80	\$12.50	\$13.20	\$14.20	\$15.00	\$15.50	\$16.00

TIPPED ALLOWANCES (per hour)

...as of	6/30/20	12/31/20	12/31/21	12/31/22	01/01/24	01/01/25	01/01/26
TIP ALLOWANCE - LOW (tips averaging at least)							
NYC - Large Employers (of 11 or more)	\$1.15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
NYC - Small Employers (10 or less)	\$1.15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Long Island & Westchester	\$1.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Remainder of New York State	\$0.90	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TIP ALLOWANCE - HIGH (tips averaging at least)							
NYC - Large Employers (of 11 or more)	\$1.85	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
NYC - Small Employers (10 or less)	\$1.85	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Long Island & Westchester	\$1.60	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Remainder of New York State	\$1.45	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

UNIFORM MAINTENANCE ALLOWANCES (per week)

...as of	6/30/20	12/31/20	12/31/21	12/31/22	01/01/24	01/01/25	01/01/26
LOW (20 or fewer weekly hours)							
NYC - Large Employers (of 11 or more)	\$8.90	\$8.90	\$8.90	\$8.90	\$9.50	\$9.80	\$10.10
NYC - Small Employers (10 or less)	\$8.90	\$8.90	\$8.90	\$8.90	\$9.50	\$9.80	\$10.10
Long Island & Westchester	\$7.75	\$8.30	\$8.90	\$8.90	\$9.50	\$9.80	\$10.10
Remainder of New York State	\$7.00	\$7.45	\$7.85	\$8.45	\$8.95	\$9.25	\$9.55
MEDIUM (over 20 and up to 30 weekly hours)							
NYC - Large Employers (of 11 or more)	\$14.75	\$14.75	\$14.75	\$14.75	\$15.75	\$16.25	\$16.75
NYC - Small Employers (10 or less)	\$14.75	\$14.75	\$14.75	\$14.75	\$15.75	\$16.25	\$16.75
Long Island & Westchester	\$12.80	\$13.75	\$14.75	\$14.75	\$15.75	\$16.25	\$16.75
Remainder of New York State	\$11.60	\$12.30	\$13.00	\$14.00	\$14.80	\$15.30	\$15.80
HIGH (over 30 weekly hours)							
NYC - Large Employers (of 11 or more)	\$18.65	\$18.65	\$18.65	\$18.65	\$19.90	\$20.50	\$21.10
NYC - Small Employers (10 or less)	\$18.65	\$18.65	\$18.65	\$18.65	\$19.90	\$20.50	\$21.10
Long Island & Westchester	\$16.20	\$17.40	\$18.65	\$18.65	\$19.90	\$20.50	\$21.10
Remainder of New York State	\$14.70	\$15.55	\$16.40	\$17.65	\$18.65	\$19.25	\$19.85

Miscellaneous Industry

MEAL ALLOWANCE (per meal)

...as of	6/30/20	12/31/20	12/31/21	12/31/22	01/01/24	01/01/25	01/01/26
MEAL ALLOWANCE							
NYC - Large Employers (of 11 or more)	\$5.15	\$5.15	\$5.15	\$5.15	\$5.50	\$5.65	\$5.80
NYC - Small Employers (10 or less)	\$5.15	\$5.15	\$5.15	\$5.15	\$5.50	\$5.65	\$5.80
Long Island & Westchester	\$4.50	\$4.80	\$5.15	\$5.15	\$5.50	\$5.65	\$5.80
Remainder of New York State	\$4.05	\$4.30	\$4.55	\$4.90	\$5.20	\$5.35	\$5.50

LODGING ALLOWANCES - EXCEPT NON-PROFITS (per day)

...as of	6/30/20	12/31/20	12/31/21	12/31/22	01/01/24	01/01/25	01/01/26
LODGING							
NYC - Large Employers (of 11 or more)	\$6.35	\$6.35	\$6.35	\$6.35	\$6.75	\$6.95	\$7.15
NYC - Small Employers (10 or less)	\$6.35	\$6.35	\$6.35	\$6.35	\$6.75	\$6.95	\$7.15
Long Island & Westchester	\$5.50	\$5.90	\$6.35	\$6.35	\$6.75	\$6.95	\$7.15
Remainder of New York State	\$5.00	\$5.30	\$5.60	\$6.00	\$6.35	\$6.55	\$6.75

HOUSE OR APARTMENT WITH UTILITIES

NYC - Large Employers (of 11 or more)	\$12.00	\$12.00	\$12.00	\$12.00	\$12.80	\$13.20	\$13.60
NYC - Small Employers (10 or less)	\$12.00	\$12.00	\$12.00	\$12.00	\$12.80	\$13.20	\$13.60
Long Island & Westchester	\$10.40	\$11.20	\$12.00	\$12.00	\$12.80	\$13.20	\$13.60
Remainder of New York State	\$9.45	\$10.00	\$10.55	\$11.35	\$12.00	\$12.40	\$12.80

LODGING ALLOWANCES - NON-PROFITS

...as of	6/30/20	12/31/20	12/31/21	12/31/22	01/01/24	01/01/25	01/01/26
LODGING (per day)							
NYC - Large Employers (of 11 or more)	\$8.90	\$8.90	\$8.90	\$8.90	\$9.50	\$9.80	\$10.10
NYC - Small Employers (10 or less)	\$8.90	\$8.90	\$8.90	\$8.90	\$9.50	\$9.80	\$10.10
Long Island & Westchester	\$7.75	\$8.30	\$8.90	\$8.90	\$9.50	\$9.80	\$10.10
Remainder of New York State	\$7.00	\$7.45	\$7.85	\$8.45	\$8.95	\$9.25	\$9.55

HOUSE OR APARTMENT WITH UTILITIES (per day)

NYC - Large Employers (of 11 or more)	\$18.65	\$18.65	\$18.65	\$18.65	\$19.90	\$20.50	\$21.10
NYC - Small Employers (10 or less)	\$18.65	\$18.65	\$18.65	\$18.65	\$19.90	\$20.50	\$21.10
Long Island & Westchester	\$16.20	\$17.40	\$18.65	\$18.65	\$19.90	\$20.50	\$21.10
Remainder of New York State	\$14.70	\$15.55	\$16.40	\$17.65	\$18.65	\$19.25	\$19.85

NON-PROFITS CHILDREN'S CAMPS (per hour)

NYC - Large Employers (of 11 or more)	\$0.75	\$0.75	\$0.75	\$0.75	\$0.80	\$0.85	\$0.90
NYC - Small Employers (10 or less)	\$0.75	\$0.75	\$0.75	\$0.75	\$0.80	\$0.85	\$0.90
Long Island & Westchester	\$0.65	\$0.70	\$0.75	\$0.75	\$0.80	\$0.85	\$0.90
Remainder of New York State	\$0.60	\$0.65	\$0.70	\$0.75	\$0.80	\$0.85	\$0.90

EXECUTIVE AND ADMINISTRATIVE EXEMPTION (per week)

...as of	6/30/20	12/31/20	12/31/21	12/31/22	01/01/24	01/01/25	01/01/26
MINIMUM SALARY REQUIRED							
NYC - Large Employers (of 11 or more)	\$1,125.00	\$1,125.00	\$1,125.00	\$1,125.00	\$1,200.00	\$1,237.50	\$1,275.00
NYC - Small Employers (10 or less)	\$1,125.00	\$1,125.00	\$1,125.00	\$1,125.00	\$1,200.00	\$1,237.50	\$1,275.00
Long Island & Westchester	\$975.00	\$1,050.00	\$1,125.00	\$1,125.00	\$1,200.00	\$1,237.50	\$1,275.00
Remainder of New York State	\$885.00	\$937.50	\$990.00	\$1,064.25	\$1,124.20	\$1,161.65	\$1,199.10

NOTES

TBD. To be determined administratively prior to the dates indicated.