

Wage Statement (pay stub): Required Information under Section 195.3

<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>1. Employer name, address, and phone number</p> <p>2. Employee name</p> <p>3. Dates covered by payment</p> </div> </div>																																																																															
<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>ABC Company, Inc. 1 Main Street Anytown, NY 12000 Ph: 518-457-9000</p> <p>Employee: John Doe</p> </div> <div style="width: 45%;"> <p>Pay Period: 1/10/2021 - 1/16/2021 Pay Date: 1/19/2021 No: 0001</p> </div> </div>																																																																															
4. Basis of payment (hourly, salary, etc.)	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 15%;">Rate: Hourly</th> <th style="width: 10%;">Hours Regular</th> <th style="width: 10%;">Hours Overtime</th> <th style="width: 10%;">Allowance/ Credit</th> <th style="width: 10%;">Gross Current</th> <th style="width: 10%;">Gross Year to Date</th> <th style="width: 10%;">Deductions Current</th> <th style="width: 10%;">Deductions Year to Date</th> <th style="width: 10%;">Net Pay</th> <th style="width: 10%;">Vacation Year to Date</th> </tr> </thead> <tbody> <tr> <td>12.50</td> <td>40</td> <td></td> <td></td> <td>500.00</td> <td>1000.00</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>18.75</td> <td></td> <td>5</td> <td></td> <td>93.75</td> <td>187.50</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td colspan="10" style="padding: 5px;"> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>7. Allowances or Credits</p> <p>Uniform pay 15.55 15.55 31.10</p> <p>Meals (3) 12.90 12.90 25.80</p> </div> <div style="width: 45%;"> <p>FICA -xxxx -xxxx</p> <p>Fed WT -xxxx -xxxx</p> <p>NY WT -xxxx -xxxx</p> <p>Disability -xxxx -xxxx</p> <p>Garnishment -xxxx -xxxx</p> <p>Paid Family Leave -.65 -1.30</p> </div> </div> </td> </tr> <tr> <td colspan="10" style="padding: 5px;"> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>8. Gross wages</p> <p>Vacation Hours Earned .75</p> </div> <div style="width: 45%;"> <p>622.20 1244.40</p> <p>1.50</p> </div> </div> </td> </tr> <tr> <td colspan="10" style="padding: 5px;"> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>9. Any deductions from wages</p> </div> <div style="width: 45%;"> <p>-13.55 -27.10</p> </div> </div> </td> </tr> <tr> <td colspan="10" style="padding: 5px;"> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>10. Net wages</p> </div> <div style="width: 45%;"> <p>\$608.65</p> </div> </div> </td> </tr> </tbody> </table>									Rate: Hourly	Hours Regular	Hours Overtime	Allowance/ Credit	Gross Current	Gross Year to Date	Deductions Current	Deductions Year to Date	Net Pay	Vacation Year to Date	12.50	40			500.00	1000.00					18.75		5		93.75	187.50					<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>7. Allowances or Credits</p> <p>Uniform pay 15.55 15.55 31.10</p> <p>Meals (3) 12.90 12.90 25.80</p> </div> <div style="width: 45%;"> <p>FICA -xxxx -xxxx</p> <p>Fed WT -xxxx -xxxx</p> <p>NY WT -xxxx -xxxx</p> <p>Disability -xxxx -xxxx</p> <p>Garnishment -xxxx -xxxx</p> <p>Paid Family Leave -.65 -1.30</p> </div> </div>										<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>8. Gross wages</p> <p>Vacation Hours Earned .75</p> </div> <div style="width: 45%;"> <p>622.20 1244.40</p> <p>1.50</p> </div> </div>										<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>9. Any deductions from wages</p> </div> <div style="width: 45%;"> <p>-13.55 -27.10</p> </div> </div>										<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>10. Net wages</p> </div> <div style="width: 45%;"> <p>\$608.65</p> </div> </div>									
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This sample wage statement shows the basic requirements under Section 195.3 for a non-exempt employee paid by the hour, covered by the Miscellaneous Wage Order. Please note that there may be additional requirements based upon the specific pay agreement and/or wage order coverage. Some employee wage statements must also include the following; The benefit portion of the minimum rate of **home care aide total compensation** as defined in section thirty-six hundred fourteen-c of the public health law ("home care aide benefits"), if applicable; prevailing wage supplements, if any, claimed as part of any **prevailing wage or similar requirement pursuant to article eight of the Labor Law**; and net wages. Where such prevailing wage supplements are claimed, or such home care aide benefits are provided, the statement shall either: (i) identify the type of each supplement claimed, or the type of each home care aide benefits provided, and the hourly rate for each; or (ii) be accompanied by a copy of the applicable notice required under subdivisions one and two of this section.