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Department
of Labor

MINIMUM WAGE FOR FAST FOOD WORKERS

1/1/24-12/31/24

Beginning on 1/1/24, the minimum wage for fast food workers will match the basic minimum wage rate. \$16.00 per hour in New York City, Long Island and Westchester County. \$15.00 per hour the remainder of New York State.

WHAT IS A FAST FOOD ESTABLISHMENT?

A fast food establishment is any business that meets the following criteria:

- Primarily serves food or drinks, including coffee shops, juice bars, donut shops, and ice cream parlors
- Offers limited service, where customers order and pay before eating, including restaurants with tables but without full table service, and places that only provide take-out service
- Is part of a chain of 30 or more locations, including individually owned establishments associated with a brand that has 30 or more locations nationally

EXAMPLES

Examples of fast food establishments include Ben & Jerry's, Chipotle, Dunkin Donuts, Golden Krust Caribbean Bakery and Grill, Jamba Juice, KFC, McDonald's, Nathan's Famous, Pizza Hut, Quiznos, Shake Shack, Starbucks, Subway, Taco Bell, Tim Hortons, Uno Pizzeria & Grill, Wendy's, and White Castle.

For more information on the definition of a fast food establishment and what is considered a chain, please see the Hospitality Industry Regulations available at <https://dol.ny.gov/hospitality-industry-wage-order-cr-146>.

FREQUENTLY ASKED QUESTIONS

WHAT TYPE OF WORKERS DOES THIS MINIMUM WAGE AFFECT?

This affects everyone who works at a fast food chain location that meets the criteria described. This applies to workers who prepare food, work security, stock shelves, clean, and perform other tasks.

ARE MEAL CREDITS AND UNIFORM MAINTENANCE REIMBURSEMENT RATES DIFFERENT FOR FAST FOOD WORKERS THAN FOR OTHER HOSPITALITY INDUSTRY WORKERS?

No, these rates are the same for fast food and hospitality workers.

WHAT ABOUT THE RATE OF PAY FOR CALL-IN AND SPREAD-OF-HOURS REQUIREMENTS?

Fast food workers are subject to the call-in pay and spread-of-hours requirements at the minimum wage rate for fast food workers.

ARE FAST FOOD WORKERS ELIGIBLE FOR OVERTIME PAY?

Yes, fast food workers must be paid at time-and-one-half the regular rate of pay for any hours worked over 40 per week.

FOR MORE INFORMATION

If you need additional assistance, or want to file a complaint, please call: **1-888-4NYSDOL (1-888-469-7365)** or visit: www.labor.ny.gov/minimumwage.