

Summary of Wage Order Rates and Credits for the Hospitality Industry

	Rates effective as of:					
	12/31/15	12/31/16	12/31/17	12/31/18	12/31/19	12/31/20 7/01/21
Basic Minimum Hourly Rates						
All workers, except Fast Food Employees	\$ 9.00					
Fast Food Employees – in NYC	\$10.50	\$12.00	\$13.50	\$15.00		
Fast Food Employees – Rest of State	\$ 9.75	\$10.75	\$11.75	\$12.75	\$13.75	\$14.50 \$15.00
Tipped Workers						
Cash Wage (minimum)	\$ 7.50					
Tip Credit (maximum)	\$ 1.50					
Tips for service employees must be at least	\$ 1.95					
In resort hotels, such tips must be at least	\$ 5.05					
Uniform Maintenance Rate (per week)						
Over 30 hours	\$11.20					
Over 20 to 30 hours	\$ 8.85					
20 hours or less	\$ 5.35					
Meal Credits (per meal)						
Restaurants & All Year Hotels						
Service & Food Service Workers	\$ 2.50					
All other employees	\$ 3.10					
Resort Hotels						
Food Service Workers	\$ 2.75					
Service Employees	\$ 3.25					
All other employees	\$ 4.05					
Lodging Credits						
Restaurants – per day						
Food Service Workers	\$ 1.50					
Service Employees	\$ 1.75					
All other employees	\$ 2.20					
Restaurants – per week						
Food Service Workers	\$ 9.60					
Service Employees	\$11.30					
All other employees	\$14.00					
Hotels & Resort Hotels without meals – per hour						
Food Service Workers	\$ 0.35					
Service Employees	\$ 0.35					
All other employees	\$ 0.45					
Resort Hotels with 3 daily meals – per day						
Food service workers	\$13.75					
Service Employees	\$16.25					
All other employees	\$20.20					
Executive and Administrative Exemption						
Minimum weekly salary required	\$675.00					

A Fast Food Employee includes any person employed at or for a Fast Food Establishment whose duties include customer service, cooking, food or drink preparation, delivery, security, stocking supplies or equipment, cleaning or routine maintenance.

A Fast Food Establishment is a business that primarily serves food or drinks, offers limited service, where customers order and pay before eating, and is part of a chain of 30 or more locations.

A Food Service Worker is an employee primarily engaged in the serving of food and beverages to guests, patrons or customers in the hospitality industry.

A Service Employee is an employee, other than a food service worker, who customarily receives tips of at least \$1.95 on and after December 31, 2015, or more per hour.