

**Print It****Cut It****Post It**

This notice is a new additional panel that will be added on to the labor law poster. The PDF update will not fit over the existing poster. Print the PDF (for best results, choose "No scaling" or "Actual size" on your printer's settings). Simply cut it out following the dotted lines and post it next to your labor law poster. Posting this update now will guarantee your compliance with the most up-to-date labor laws.

Important Note:

We do our best to always fit revised notices over your labor law posters. The content added is a new panel which will not fit over your existing poster. Please post next to your complete labor law poster to maintain readability and compliance.

If you have questions about this update or any other update, please contact us at ecompliance@laborlawcenter.com or call 1-800-745-9970.

Thank you for choosing the e-Compliance™ Plan to guarantee your compliance!

LaborLawCenter, Inc. does not assume responsibility for the use, actions, or decisions made by the employer. LaborLawCenter, Inc. is not providing any legal advice or legal opinion by selling this poster. It is highly recommended that you consult with a legal advisor for your specific situation. The content on the poster(s) is for informational purposes only and should not take the place of formal training.



NEW YORK MINIMUM WAGE

WE ARE YOUR DOL



Attention Miscellaneous Industry Employees

Minimum Wage hourly rates effective 12/31/2022 – 12/30/2023

New York City	
Large Employers (11 or more employees)	Small Employers (10 or less employees)
Minimum Wage \$15.00 Overtime after 40 hours \$22.50 Tipped workers \$15.00 Overtime after 40 hours \$22.50	Minimum Wage \$15.00 Overtime after 40 hours \$22.50 Tipped workers \$15.00 Overtime after 40 hours \$22.50
Long Island and Westchester County	Remainder of New York State
Minimum Wage \$15.00 Overtime after 40 hours \$22.50 Tipped workers \$15.00 Overtime after 40 hours \$22.50	Minimum Wage \$14.20 Overtime after 40 hours \$21.30 Tipped workers \$14.20 Overtime after 40 hours \$21.30

If you have questions, need more information or want to file a complaint, please visit www.labor.ny.gov/minimumwage or call: 1-888-469-7365.

Credits and Allowances that may reduce your pay below the minimum wage rates shown above:

- **Tips** – Beginning December 31, 2020, your employer must pay the full applicable minimum wage rate, and cannot take any tip credit.
- **Meals and lodging** – Your employer may claim a limited amount of your wages for meals and lodging that they provide to you, as long as they do not charge you anything else. The rates and requirements are set forth in wage orders and summaries, which are available online.

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 (no less than amounts shown above) for weekly hours over 40 (or 44 for residential employees).
- **Call-in pay** – If you go to work as scheduled and your employer sends you home early, you may be entitled to extra hours of pay at the minimum wage rate for that day.
- **Spread of hours** – If your workday lasts longer than ten hours, you may be entitled to extra daily pay. The daily rate is equal to one hour of pay at 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.

Exceptions: Overtime is not required for salaried professionals, or for executives and administrative staff whose weekly salary is more than 75 times the minimum wage rate.

**Minimum Wage Poster
Post in Plain View**

LS 207 (11/22)