

Attention Building Service Industry Employees

Minimum Wage hourly rates effective 1/1/2025 – 12/31/2025

New York City

All Employers

Minimum Wage

\$16.50

Overtime after 40 hours \$24.75

Janitor minimum rate per unit \$11.00 or

Janitor minimum weekly salary \$701.80

Long Island and Westchester County

Minimum Wage \$16.50

Overtime after 40 hours \$24.75

Janitor minimum rate per unit \$11.00 or

Janitor minimum weekly salary \$701.80

Remainder of New York State

Minimum Wage \$15.50

Overtime after 40 hours \$23.25

Janitor minimum rate per unit \$10.35 or

Janitor minimum weekly salary \$658.75

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:

- Apartment and utilities – Your employer may claim a credit from your wages for an apartment and utilities that they provide to you. The rates and requirements are in wage orders and summaries, which are available online.
• Telephone – Your employer may claim a credit from your wages for the amount they pay that is over the minimum billing amount.
• Tips – No tip credit is available.

Extra Pay you may be owed in addition to the minimum wage rates shown above:

- Overtime – You must be paid 1 1/2 times your regular rate of pay (not less than the overtime amounts shown above) for weekly hours over 40. Exceptions: Overtime is not required for janitors in residential buildings, for salaried professionals, or for executives and administrative staff whose weekly salary is more than 75 times 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.