



New York wage and hour cheat sheet

Minimum wage, overtime, breaks, final pay, and record retention on one sheet. Rates verified August 2026.

Minimum wage

\$16.00/hr for the rest of the state (effective Jan 1, 2026); \$17.00/hr in New York City, Long Island (Nassau & Suffolk), and Westchester County. For hourly field/construction workers, use the region where the work is performed. Rates are indexed to CPI-W (Northeast) starting Jan 1, 2027.

Overtime

1.5x the regular rate for all hours over 40 in a payroll week (follows federal FLSA). Non-exempt construction/field workers qualify. (Note: "live-in"/residential employees are 44-hour threshold, and farm workers are on a separate graduated schedule, neither applies to typical field/construction crews.)

Daily overtime

None. New York has no daily overtime and no double-time; overtime is based solely on weekly hours over 40. New York does have a spread-of-hours rule: when the interval from the start to the end of the workday exceeds 10 hours, the employee is owed one extra hour of pay at the minimum wage.

Meal break

Yes, New York does require meal periods (unlike most Northeast states). Non-factory workers (includes construction/field): a 30-minute unpaid meal break for a shift of more than 6 hours that spans the 11:00 a.m.-2:00 p.m. period; plus a 20-minute break between 5:00-7:00 p.m. for shifts running from before 11:00 a.m. to after 7:00 p.m. Factory workers get a 60-minute midday meal break. (NY Labor Law §162.)

Rest break

No state rest-break/coffee-break requirement for adults. New York mandates meal periods and a weekly day of rest, but no short paid rest breaks. (Short breaks, if voluntarily given, are paid under FLSA.)

Final paycheck

By the regular payday for the pay period in which the employment ended (whether the employee quits or is discharged). If requested, the employer must mail it. (NY Labor Law §191.) New York also requires payroll records to be kept for 6 years (NYLL 195(4)).

How long to keep time records

Federal law requires keeping time cards 2 years and payroll records 3 years, and some states go longer. New York requires payroll records be kept 6 years. Keep the records where you can produce them; a wage claim is decided on whoever has the better records.

Rates verified August 2026. The \$17.00 and \$16.00 rates run through December 31, 2026, and the next increase on January 1, 2027 will be indexed to the Northeast CPI-W. Apply the rate for the county where the work is performed: \$17.00 in New York City, Nassau, Suffolk, and Westchester, and \$16.00 in the rest of the state. This is general information, not legal or payroll advice. Check the New York labor department for the current rules, and talk to a professional for your situation.



New York wage and hour cheat sheet (continued)

Primary source: <https://dol.ny.gov/minimum-wage>. Full list of sources: getclox.com/blog/new-york-time-tracking.