



## 2013 GUIDELINES FOR MINIMUM WAGE, OVERTIME, HOLIDAY PAY

### NYS MINIMUM WAGE RATES

New York	Future Effective	Basic Minimum	Premium Pay (After Designated Hours)
		\$7.25 per hour	After 40 hours in a payroll week

The New York minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum.

### OVERTIME PAY

Employees	Overtime Rate
Covered employees	One and one-half times their regular, "straight-time" hourly rate of pay
Non-residential employees	Applies to all time over 40 hours in a payroll week
Residential employees ("live-in" workers)	Applies to all time over 44 hours in a payroll week

<http://www.labor.ny.gov/workerprotection/laborstandards/faq.shtm#5>



## 2013 FEDERAL HOLIDAY PAY

<b>Tuesday, January 1</b>	<b>New Year's Day</b>
<b>Monday, January 21</b>	<b>Birthday of Martin Luther King, Jr.</b>
<b>Monday, February 18*</b>	<b>Washington's Birthday</b>
<b>Monday, May 27</b>	<b>Memorial Day</b>
<b>Thursday, July 4</b>	<b>Independence Day</b>
<b>Monday, September 2</b>	<b>Labor Day</b>
<b>Monday, October 14</b>	<b>Columbus Day</b>
<b>Monday, November 11</b>	<b>Veterans Day</b>
<b>Thursday, November 28</b>	<b>Thanksgiving Day</b>
<b>Wednesday, December 25</b>	<b>Christmas Day</b>

**Other Holidays:** Friday after Thanksgiving, Christmas Eve, Easter, Rosh Hashana, Yom Kippur, Floating Holiday

\*\*Please note that we recommend a minimum of six holidays paid off per year (New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day). However, many employees ask for all federal holidays paid off as well as other religious holidays (up to 18 paid holidays off per year). If employee works a holiday, he or she should be paid double time (or the equivalent of two days pay). \*\*

\*\*Please also note that all temporary nannies traveling outside of NYC metro area shall be paid a daily rate (regardless of how many hours are actually worked). \*\*

\*\*Half-day vs Full-day Rates—All temporary nannies working under five hours per day will be billed at half-day rate. All temporary nannies working over five hours will be billed at a full-day rate.\*\*