

ONEIDA INDIAN NATION WAGE NOTICE/ORDER

(Effective January 1, 2024)

Minimum Wage Rate Schedule

Minimum Wage	Tipped Employees*
\$15.00	\$10.00 Cash Wage \$5.00 Tip Credit

* **Tip Credits**—The employer may use a limited amount of tips to reduce an employee’s wages. This is called a tip credit. The employer may take a tip credit only if your tips plus wages add up to at least the minimum wage. The employer must pay at least the wage rates shown above.

Minimum Salary for Exempt Employees (other than Professionals)

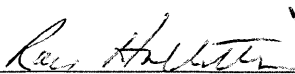
Effective Date	Minimum Salary**
January 1, 2024	\$1,124.20/week (\$58,458.40 annually)

** Up to 10% of this minimum salary may consist of other types of compensation, such as non-discretionary bonuses, incentive pay, and commissions.

Uniform Maintenance Pay

Length of Workweek	Amount of Uniform Maintenance Pay***
Greater than 30 hours	\$18.65/week
Between 20 and 30 hours	\$14.80/week
Fewer than 20 hours	\$8.95/week

*** No uniform maintenance pay is required if the employer satisfies the wash and wear exception set forth in the Nation’s applicable regulations.



Ray Halbritter, Nation Representative

Date 12/11/2024