

# **ONEIDA INDIAN NATION WAGE NOTICE/ORDER**

(Effective January 1, 2026)

## **Minimum Wage Rate Schedule**

Minimum Wage	Tipped Employees*
\$16.00	\$10.70 Cash Wage \$5.30 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)**

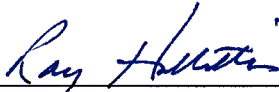
Effective Date	Minimum Salary**
January 1, 2026	\$1,199.10/week (\$62,353.20 annually)

\*\* 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	\$19.85/week
Between 20 and 30 hours	\$15.80/week
Fewer than 20 hours	\$9.55/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

11/17/2025  
Date