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Details:

(FORM UPDATED: 08/11/2010)

**WISCONSIN STATE LEGISLATURE ...
PUBLIC HEARING - COMMITTEE RECORDS**

2007-08

(session year)

Senate

(Assembly, Senate or Joint)

**Committee on ... Labor, Elections and Urban
Affairs (SC-LEUA)**

COMMITTEE NOTICES ...

- Committee Reports ... **CR**
- Executive Sessions ... **ES**
- Public Hearings ... **PH**

INFORMATION COLLECTED BY COMMITTEE FOR AND AGAINST PROPOSAL

- Appointments ... **Appt** (w/Record of Comm. Proceedings)
- Clearinghouse Rules ... **CRule** (w/Record of Comm. Proceedings)
- Hearing Records ... bills and resolutions (w/Record of Comm. Proceedings)
(**ab** = Assembly Bill) (**ar** = Assembly Resolution) (**ajr** = Assembly Joint Resolution)
(**sb** = Senate Bill) (**sr** = Senate Resolution) (**sjr** = Senate Joint Resolution)
- Miscellaneous ... **Misc**

SB 130 ?

Wisconsin Minimum Wage Rates

Effective June 1, 2006

General Minimum Wage Rates

Adult Employees:
\$6.50 per Hour

Opportunity Employees:
\$5.90 per Hour

Minor Employees:
\$5.90 per Hour

Minimum Wage Rates for Tipped Employees

Adult Employees:
\$2.33 per Hour

Minor Employee: [Non-Opportunity]
\$2.33 per Hour

Opportunity Employees:
\$2.13 per Hour

Note: "Opportunity employee" means an employee who is not yet 20 years old and who has been in employment status with a particular employer for 90 or fewer consecutive calendar days from the date of initial employment.

Minimum Wage Rates for All Agricultural Employees

Adults \$5.15 per Hour

Minors \$4.25 per Hour

Minimum Rates for Caddies

9 Holes \$5.90

18 Holes \$10.50

For more information contact:

**STATE OF WISCONSIN
DEPARTMENT OF WORKFORCE DEVELOPMENT
EQUAL RIGHTS DIVISION
LABOR STANDARDS BUREAU**

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The Department of Workforce Development is an equal opportunity employer and service provider. If you have a disability and need to access this information in an alternate format or need it translated to another language, please contact us.

Wisconsin Maximum Allowances for Board and Lodging

Effective June 1, 2006

Non-Agricultural Employment

	Non-Opportunity Employees	Minor And Opportunity Employees
Meals	\$78.00 Per Week \$3.70 Per Meal	\$70.80 Per Week \$3.35 Per Meal
Lodging	\$52.00 Per Week \$7.40 Per Day	\$47.20 Per Week \$6.75 Per Day

Agricultural Employment

All Employees

Meals (Adults)	\$61.80 Per Week \$2.95 Per Meal
Meals (Minors)	\$51.00 Per Week \$2.40 Per Meal
Lodging (Adults)	\$41.20 Per Week \$5.90 Per Day
Lodging (Minors)	\$34.00 Per Week \$4.85 Per Day

Camp Counselor Employment

Weekly Salary for All Employees

	Board & Lodging	Board Only	No Board or Lodging
Adults	\$171.00	\$217.00	\$270.00
Minors	\$135.00	\$171.00	\$225.00

When board or lodging provided by an employer is accepted and received by an employee, the employer is permitted to deduct up to the above amounts from the worker's paycheck. The amounts deducted are used to determine if the employee is receiving the required minimum wage rates.



This is a printer friendly version of an article from the **Wausau Daily Herald**

Back

SB 130
?

Sen. Decker pushes state minimum-wage proposal

By **Beth Burger**

Wausau Daily Herald

bburger@wdhprint.com April 13, 2007

Wisconsin's minimum wage would increase to \$7.25 an hour by September under a proposed bill co-sponsored by state Sen. Russ Decker of Weston.

The bill would raise the wage by 75 cents -- it increased from \$5.15 to \$6.50 in June -- and tie future increases to inflation beginning in September 2008.

"It hadn't been increased for 10 years prior to that (the June increase)," said Decker, a Democrat who is seeking more sponsors for the bill in the Legislature. "Seven dollars and 25 cents is the minimum of what people can make and have a chance of making ends meet."

The U.S. House and Senate have approved similar measures to increase the federal minimum wage from \$5.15 to \$7.25 in three phases.

Charlie Gray, who co-owns two Wausau-area Culver's restaurants with his wife, said he is concerned employers would have to reduce jobs -- particularly for teenagers.

"We pay above the minimum wage. The unfortunate thing is we're one of the few employers that hire 14- and 15-year-old kids," he said. "If they keep raising the minimum wage, we won't be able to do that anymore."

The state allows anyone younger than 18, to be paid a minimum of \$5.90 an hour. If Decker's bill passes, the wage for minors would increase to \$6.60.

Decker said the increase would spur economic growth, noting that Oregon experienced a 7.7 percent increase in restaurant jobs three years after passing an inflation-based minimum wage in 2002. Eighteen states have a higher minimum wage than Wisconsin, he said, and seven increase the rate based on inflation.

"With the cost of gas going up and the cost of living going up, you just can't let minimum wage stay stagnant for years and years," Decker said.

Gov. Jim Doyle said he is proud Wisconsin increased its minimum wage more than the federal standard.

"I think we're all hopeful that the federal government will enact a raise for all states," he said, without committing support to Decker's proposal.



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Bria Vehrs, 19, serves a sundae during work at Culver's, 10202 Park Plaza, in Rothschild. *Corey Schjoth/Wausau Daily Herald* Advertisement

Multimedia

[Senate Bill 130](#)



Manufacturers not burdened by minimum wage increase

But small businesses to feel impact on payroll

BY PEG MASTERSON EDQUIST

Special to The Business Journal

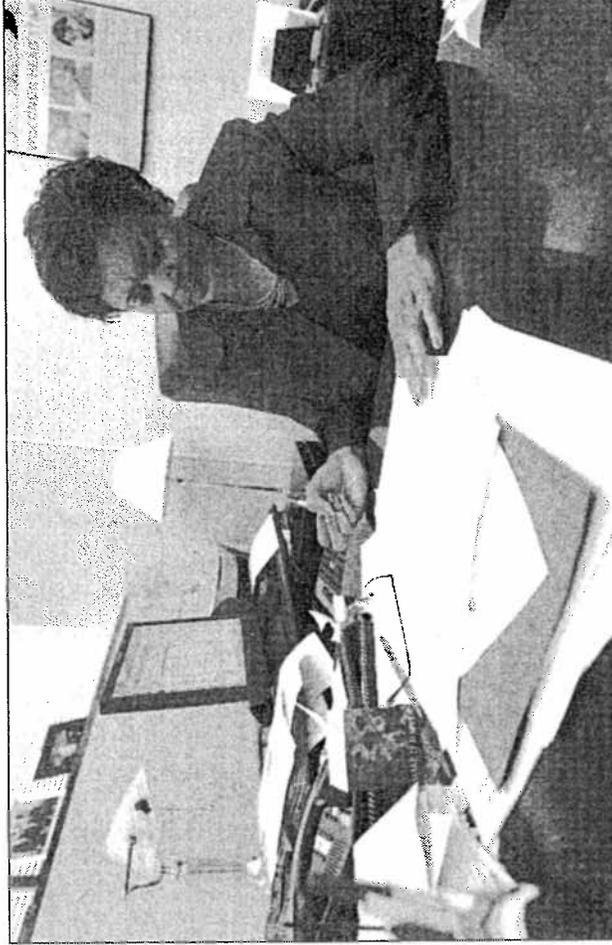
Most manufacturing employers in Wisconsin barely noticed the move by the U.S. Department of Labor last month when the new federal minimum wage increased from \$5.15 per hour to \$5.85 per hour.

That's partly due to the fact that most are required to pay the Wisconsin minimum wage of \$6.50 enacted in June 2006, but also because most manufacturing jobs pay well above either of the minimum wage guidelines. It did, however, attract the ire of small business, whose representatives have criticized the move because it will affect their industry the most.

"The government made a judgment that workers should make more money, but they haven't made a judgment helping the employer make more money," said Bill Smith, state director for the National Federation of Independent Business (NFIB).

Smith argued that small businesses have little capital to work with, and the mandatory minimum wage increases their payroll cost. That makes them less competitive, and erodes their ability to grow and hire new employees, "so the people it was designed to help get hurt first."

When President George W. Bush signed the Iraq war supplemental funding bill in



SCOTT PAULUS

Debra Blank . . . "This isn't a quick fix but it is money in the pockets of people who need additional income."

May, tucked inside was the three-tiered minimum wage hike that began last month and will reach \$6.55 per hour next July and \$7.25 per hour in July 2009. It ended the longest span without a federal minimum wage increase, which last came in 1997 when President Bill Clinton raised the minimum wage 40 cents to \$5.15.

WORK FORCE IMPACT

Wisconsin enacted a two-tiered minimum wage increase beginning in 2005 which cul-

minated in the boost to \$6.50 in June of last year. According to the Center on Wisconsin Strategy, the final federal rate of \$7.25 per hour will affect 10 percent of the state's work force, or 255,000 workers.

Laura Dresser, associate director of the center, said 75,000 of those employees are earning wages below \$7.25, and 180,000 earn wages within \$1 of that amount.

According to an NFIB statement, the increase was supported by big labor, including the manufacturing industry.

"When you get into the manufacturing area, they are typically higher wage paying," and not as affected, Smith said. "But the reason big business supports a higher minimum wage increase is because they represent union workers, and those workers are affected."

Jim Pugh, a spokesman for Wisconsin Manufacturers & Commerce in Madison, acknowledged the organization supported the move, but said it was out of desire to have uniformity among pay scales on a national level.

"We didn't oppose the federal minimum wage increase because the state increased its minimum wage and our position is that the state and federal minimum wage should be the same," Pugh said. "When the federal wage goes above Wisconsin's wage there will be consistency in the workplace and among businesses in general."

Pugh said when the second phase of the federal increase takes effect next summer, most Wisconsin employers will be mandated to follow the federal rate of \$6.55.

Debra Blank, executive director of the Social Development Commission in Milwaukee, was on a special task force created by Gov. Jim Doyle several years ago that looked at minimum wage issues. In the end, she said most members of the task force, including business representatives, agreed to increase the minimum wage.

"We heard a lot of different options pro and con, and at the end of the day there was

SEE WAGE, A27

SB 130
?
Aug 17
2007

Punching the clock

\$6.50: Minimum hourly wage in Wisconsin as of June 1, 2006

\$5.85: Prevailing federal minimum hourly wage as of July 24, 2007

\$6.55: Federal minimum hourly wage to take effect July 24, 2008

\$7.25: Federal minimum hourly wage to take effect July 24, 2009

29: Number of states, including the District of Columbia, with minimum wages higher than \$5.85

255,000 : Number of Wisconsin workers who will be directly or indirectly affected by the federal wage increases in 2008 and 2009



Sources: U.S. Bureau of Labor Statistics; Center on Wisconsin Strategy

WAGE: Minimum wage increase to impact 10 percent of state's work force

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consensus as to what were the right steps to take," Blank said. "This isn't a quick fix but it is money in the pockets of people who need additional income and while they are making minimum wage they can take advantage of building skills, and connecting with programs that provide them with additional training so they can get better job opportunities."

BIG VS. SMALL BUSINESS

Ed Lump, president and chief executive officer of the Wisconsin Restaurant Association, said his industry will see the largest

When you get into the manufacturing area, they are

TYPICALLY HIGHER WAGE PAYING.

Bill Smith

National Federation of Independent Businesses

a lot of good for people because if the economy doesn't support the raise, then people get laid off. And if the economy supports the wage raise, they probably are already getting a higher wage."

Lump said he was gratified by a federal tax incentive passed in the bill that will help

business owners with depreciation of equipment, but the NFIB criticized the tax break as insufficient.

"From the beginning of this debate, the accompanying tax package was supposed to be about helping the country's small businesses. Instead, Congress has spent more time catering to big business demands than providing real tax relief to those who need it most — American small-business owners," an NFIB release said.

"We tried to get as much favorable tax relief as we could," Smith said. "The NFIB supported an \$8.3 billion tax package; they got \$4.8 billion."

The tax relief package specifically extends to 2010 a break that allows businesses to immediately expense plant and equipment costs of up to \$125,000 rather than depreciating them over a number of years. The ceiling for the investment in plant and equipment was raised from \$400,000 to \$500,000.

"Allowing flexibility in deducting these expenses is certainly beneficial to manufacturers here," said Jeff Schoepke, director of tax and corporate policy at Wisconsin Manufacturers & Commerce.

He said much like WMC's desire to achieve federal and state consistency for the minimum wage, the organization also wants consistency regarding tax issues.

"At the state level, we are working to make Wisconsin tax code consistent with Internal Revenue Code and we are looking for changes and support in the Legislature," he said.



SB 130 (REG Session)

AB 274 (REG Session)

Nickname

Asm Author: mason

Sen Author: decker

Bill Description The bill would increase the minimum wage to \$7.25 and then index it for inflation.

The other minimum wages (such as for tipped employees or agricultural) would also be raised by 11.5% and then indexed for inflation.

Supporting Arguments This should give about 100,000 people a direct raise and will probably give about 150,000 people that make slightly more than the minimum wage a boost through a ripple effect.

Opponents like to say that we shouldn't raise the minimum wage because it is mostly teenagers that get paid the minimum wage. In reality, adults make up the largest share of workers who would benefit from a minimum wage increase: 80% of workers whose wages would be raised by a minimum wage increase are adults (age 20 or older).

Women are the largest group of beneficiaries from a minimum wage increase.

Since September 1997, the purchasing power of the minimum wage has deteriorated by 20%. After adjusting for inflation, the value of the minimum wage is at its lowest level since 1955.

Wage inequality has been increasing, in part, because of the declining real value of the minimum wage. Today, the minimum wage is 31% of the average hourly wage of American workers, the lowest level since the end of World War II.

Opponents also like to claim that mostly part-time people make the minimum wage, but over half of those making minimum wage are full-time workers.

Opposing Arguments This will hurt small businesses. They will have to cut the hours of some people or hire fewer people to accommodate the increase.

The free market should determine wages, not politicians.

People should earn their wage increase, not have it mandated from the government. Some people are just not worth this much.

Teenagers and part-time employees make the minimum wage and we don't need to pay them this much.

Important Amendments

Governor's Public Position None

Vocal Legislative Support:

Issues

Interest Groups

<i>Issue Name</i>	<i>Issue Effect</i>
Jobs	
Labor	



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Cut off paychecks of rogue cops

A Wisconsin State Journal editorial
January 10, 2008

How much longer do Madison property taxpayers have to pay for rogue cop Michael Grogan 's permanent vacation?

The guy was removed from his duties more than three years ago because of his outrageous behavior.

Yet the disciplinary system is rigged so incredibly in favor of police unions that Grogan has collected nearly \$250,000 in salary and benefits so far on a paid leave, while taxpayers still wait for a resolution.

Grogan 's case highlights a statewide problem: the painfully slow and costly process of getting rid of bad police officers -- a process that even invites bad cops to do everything in their power to drag the process out so they can collect their pay longer.

It 's time for lawmakers to step in with legislation, and for city officials to review local policies, to ensure that the paychecks to rogue cops are cut off in a timely fashion.

Grogan was convicted of drunken driving in 2001. In 2004 he crashed his car while off-duty and kicked in a stranger 's door before falling asleep on the family 's floor. He was convicted of disorderly conduct in that case in 2006. He also was accused of interfering with an internal police investigation. A retired judge who collected evidence for the city faulted Grogan for "egregious and pervasive lying " throughout the process and called his arguments in defense of his actions "highly implausible " and "dubious. "

If Grogan were in the private sector, he would have been fired long ago. But as a police officer, he has enjoyed what amounts to more than three years of paid time off because of a process governed by state law and city policy.

To ensure there is just cause for disciplining an officer, the law requires the city to present charges against Grogan. The charges then go to the Police and Fire Commission, which conducts hearings and issues a final decision.

The process is extended because the city 's case against Grogan is required to address seven standards of law, no matter if some of those standards are not at issue. Furthermore, Grogan took advantage of opportunities to slow the process down. He went so far as to file a complaint against a police department internal affairs officer, which had



to be resolved.

For those and other reasons the city 's investigation of Grogan took two years. It was not until April of 2007 that Police Chief Noble Wray asked the PFC to fire Grogan. The PFC, in an attempt to speed things up, hired a professional hearing examiner to hear the case.

A PFC decision is expected soon, but it 's already too late.

If the Grogan case sounds like a nightmare, beware that police discipline may get even more complicated.

Gov. Jim Doyle just signed the state budget with a special favor for the police unions tucked inside. The language gives them yet another way to fight discipline.

Police officers have long been allowed to take the decisions of citizen-run PFCs to court. Now police unions can bargain for the additional right to go to arbitration, which can be costly to taxpayers.

The overwhelming majority of police officers are hardworking and of good character. But when bad cops need to go, they should not be able to hold up taxpayers for a quarter of a million dollars on the way out.

Let 's fix this costly problem.

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Comparison - SB 130 to the federal proposed increases:

Date ?

Date:	Federal Rate	SB 130 Rate
Adult Base Rate:		
7/24/07	\$5.85	NA [SB 130 becomes effective 9/1/07 at \$7.25]
7/24/08	\$6.55	\$7.25 until 9/1/08 and then adjusted for inflation
7/24/09	\$7.25	\$7.25 + inflation rate

Adult Base Rate:		
7/24/07	\$5.85	NA [SB 130 becomes effective 9/1/07 at \$7.25]
7/24/08	\$6.55	\$7.25 until 9/1/08 and then adjusted for inflation
7/24/09	\$7.25	\$7.25 + inflation rate

Minor Base Rate:		
7/24/07	\$5.85	NA [SB 130 becomes effective 9/1/07 at \$6.60]
7/24/08	\$6.55	\$6.60 until 9/1/08 and then adjusted for inflation
7/24/09	\$7.25	\$6.60 + inflation rate

Agricultural Adult Base Rate:		
7/24/07	\$5.85	NA [SB 130 becomes effective 9/1/07 at \$5.75]
7/24/08	\$6.55	\$5.75 until 9/1/08 and then adjusted for inflation
7/24/09	\$7.25	\$5.75 + inflation rate

Agricultural Minimum Base Rate:		
7/24/07	\$5.85	NA [SB 130 becomes effective 9/1/07 at \$4.75]
7/24/08	\$6.55	\$4.75 until 9/1/08 and then adjusted for inflation
7/24/09	\$7.25	\$4.75 + inflation rate

Tip Base Rate:		
7/24/07	\$Unknown*	NA [SB 130 becomes effective 9/1/07 at \$2.60]
7/24/08	\$Unknown	\$2.60 until 9/1/08 and then adjusted for inflation
7/24/09	\$Unknown	\$2.60 + inflation rate

*USDOL has not made any decision yet on what it plans to do with the federal tipped rate or the current federal opportunity rate.

Opportunity Base Rate:		
7/24/07	Unknown*	NA [SB 130 becomes effective 9/1/07 at \$6.60]
7/24/08	\$Unknown	\$6.60 until 9/1/08 and then adjusted for inflation
7/24/09	\$Unknown	\$6.60 + inflation rate



The Fair Labor Standards Act (FLSA) establishes minimum wage, overtime pay, recordkeeping, and child labor standards affecting full-time and part-time workers in the private sector and in Federal, State, and local governments. Covered nonexempt workers are entitled to a minimum wage of not less than \$5.85 per hour effective July 24, 2007; \$6.55 per hour effective July 24, 2008; and \$7.25 per hour effective July 24, 2009. Overtime pay at a rate of not less than one and one-half times their regular rates of pay is required after 40 hours of work in a workweek.

SB 130
Folder

Packet

Date ?



U.S. Department of Labor
Employment Standards Administration
Wage and Hour Division

Minimum Wage Laws in the States - January 1, 2008

**Minimum Wage and Overtime Premium Pay Standards Applicable to
 Nonsupervisory NONFARM *Private Sector* Employment
 Under State and Federal Laws
 January 1, 2008 ¹**

Alabama Minimum Wage Rates

ALABAMA

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly

No state minimum wage law.

Alaska Minimum Wage Rates

ALASKA

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$7.15	8	40

Under a voluntary flexible work hour plan approved by the Alaska Department of Labor, a 10 hour day, 40 hour workweek may be instituted with premium pay after 10 hours a day instead of after 8 hours.

The premium overtime pay requirement on either a daily or weekly basis is not applicable to employers of fewer than 4 employees.

AMERICAN SAMOA

American Samoa has special minimum wage rates.

Arizona Minimum Wage Rates

ARIZONA

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$6.90		

Rate is increased annually based upon a cost of living formula.

Arkansas Minimum Wage Rates

ARKANSAS	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
<i>(Applicable to employers of 4 or more employees)</i>		\$6.25	N/A	40

California Minimum Wage Rates

CALIFORNIA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$8.00	8 <i>Over 12 (double time)</i>	40 <i>7th day: First 8 hours (time and half) Over 8 hours (double time)</i>

Overtime is due after 8 hours per day or 40 hours per week unless an alternative workweek of no more than 4 days of 10 hours was established prior to 7/1/99.

Premium pay on 7th day not required for employee whose total weekly work hours do not exceed 30 and whose total hours in any one work day thereof do not exceed 6, in specific wage and hour orders.

Colorado Minimum Wage Rates

COLORADO	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.02	12	40

Minimum wage rate and overtime provisions applicable to retail and service, commercial support service, food and beverage, and health and medical industries.

Connecticut Minimum Wage Rates

CONNECTICUT	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.65		40

In restaurants and hotel restaurants, for the 7th consecutive day of work, premium pay is required at time and one half the minimum rate.

The Connecticut minimum wage rate automatically increases to 1/2 of 1 percent above the rate set in the Fair Labor Standards Act if the Federal minimum wage rate equals or becomes higher than the State minimum.

Delaware Minimum Wage Rates

DELAWARE	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
				\$7.15

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

District of Columbia Minimum Wage Rates

DISTRICT OF COLUMBIA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
				\$7.00
	07/24/2008	\$7.55		

In the District of Columbia, the rate is automatically set at \$1 above the Federal minimum wage rate if the District of Columbia rate is lower.

Florida Minimum Wage Rates

FLORIDA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
				\$6.79

Georgia Minimum Wage Rates

GEORGIA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$5.15		

(Applicable to employers of 6 or more employees)

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act when the Federal rate is greater than the State rate.

Guam Minimum Wage Rates

GUAM	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$5.85		40

Hawaii Minimum Wage Rates

HAWAII	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		40

An employee earning a guaranteed monthly compensation of \$2,000 or more is exempt from the State minimum wage and overtime law.

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act unless the State wage rate is higher than the Federal.

Idaho Minimum Wage Rates

IDAHO	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$5.85		
	07/24/2008	\$6.55		
	07/24/2009	\$7.25		

Illinois Minimum Wage Rates

ILLINOIS	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
<i>(Applicable to employers of 4 or more employees, excluding family members)</i>		\$7.50		40
	07/01/2008	\$7.75		
	07/01/2009	\$8.00		
	07/01/2010	\$8.25		

Indiana Minimum Wage Rates

INDIANA

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
<i>(Applicable to employers of 2 or more employees)</i>		\$5.85		40
	07/24/2008	\$6.55		
	07/24/2009	\$7.25		

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

Iowa Minimum Wage Rates

IOWA

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.25		

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

Kansas Minimum Wage Rates

KANSAS

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$2.65		46

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

Kentucky Minimum Wage Rates

KENTUCKY

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$5.85		40 7th day
	07/01/2008	\$6.55		
	07/01/2009	\$7.25		

The 7th day overtime law, which is separate from the minimum wage law differs in coverage from that in the minimum wage law and requires premium pay on the seventh day for those employees who work seven days in any one workweek.

The state adopts the Federal minimum wage rate by reference if the Federal rate is greater than the State rate.

Compensating time in lieu of overtime is allowed upon written request by an employee of any county, charter county, consolidated local government, or urban-county government, including an employee of a county-elected official.

Louisiana Minimum Wage Rates

LOUISIANA

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
<i>There is no state minimum wage law.</i>		N/A		N/A

Maine Minimum Wage Rates

MAINE

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.00		40
	07/24/2009	\$7.25		

The Maine minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum with the exception that any such increase is limited to no more than \$1.00 per hour above the current legislated State rate.

Maryland Minimum Wage Rates

MARYLAND

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$6.15		
	07/24/2008	\$6.55		40
	07/24/2009	\$7.25		

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

Massachusetts Minimum Wage Rates

MASSACHUSETTS

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$8.00		40

The Massachusetts minimum wage rate automatically increases to 10 cents above the rate set in the Fair Labor Standards Act if the Federal minimum wage equals or becomes higher than the State minimum.

Michigan Minimum Wage Rates

MICHIGAN	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours²	
			Daily	Weekly
			<i>(Applicable to employers of 2 or more employees)</i>	07/01/2008

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act unless the State wage rate is higher than the Federal.

Minnesota Minimum Wage Rates

MINNESOTA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours²	
			Daily	Weekly
			<i>Large employer (enterprise with annual receipts of \$625,000 or more)</i>	
<i>Small employer (enterprise with annual receipts of less than \$625,000)</i>		\$5.25		48

Mississippi Minimum Wage Rates

MISSISSIPPI	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours²	
			Daily	Weekly
			<i>No state minimum wage law.</i>	

Missouri Minimum Wage Rates

MISSOURI	Future	Basic	Premium Pay After	
-----------------	---------------	--------------	--------------------------	--

Effective Date	Minimum Rate (per hour)	Designated Hours ²	
		Daily	Weekly
	\$6.65		40

In addition to the exemption for federally covered employment, the law exempts, among others, employees of a retail or service business with gross annual sales or business done of less than \$500,000.

Premium pay required after 52 hours in seasonal amusement or recreation businesses.

Minimum wage is to be increased or decreased by a cost of living factor starting January 1, 2008 and every January 1 thereafter.

Montana Minimum Wage Rates

MONTANA

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
State Law		\$6.25		40
	07/24/2008	\$6.55		
<i>Except businesses with gross annual sales of \$110,000 or less</i>		\$4.00		

Minimum wage is subject to a cost of living adjustment done by September 30 of each year and effective on January 1 of the following year.

Nebraska Minimum Wage Rates

NEBRASKA

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
<i>(Applicable to employers of 4 or more employees)</i>		\$5.85		
	07/24/2008	\$6.55		
	07/24/2009	\$7.25		

Nevada Minimum Wage Rates

NEVADA

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$6.33	8	40

The premium overtime pay requirement on either a daily or weekly basis is not applicable to employees who are

compensated at not less than one and one-half times the minimum rate or to employees of enterprises having a gross annual sales volume of less than \$250,000.

The basic hourly rate may remain at \$5.30 when the employer offers the employee a qualified health plan.

New Hampshire Minimum Wage Rates

NEW HAMPSHIRE	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$6.50		40
	09/01/2008	\$7.25		

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

New Jersey Minimum Wage Rates

NEW JERSEY	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.15		40
	07/24/2009	\$7.25		

New Mexico Minimum Wage Rates

NEW MEXICO	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$6.50		40
	01/01/2009	\$7.50		

New York Minimum Wage Rates

NEW YORK	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$7.15		40
	07/24/2009	\$7.25		

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

North Carolina Minimum Wage Rates

NORTH CAROLINA	Future Effective	Basic Minimum Rate	Premium Pay After Designated Hours ²	
			Daily	Weekly

Date	(per hour)	Daily	Weekly
	\$6.15		
07/24/2008	\$6.55		40
07/24/2009	\$7.25		

Premium pay is required after 45 hours a week in seasonal amusements or recreational establishments.

North Dakota Minimum Wage Rates

NORTH DAKOTA

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$5.85		40
07/24/2008	\$6.55		
07/24/2009	\$7.25		

Ohio Minimum Wage Rates

OHIO

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
State Law	\$7.00		40

Oklahoma Minimum Wage Rates

OKLAHOMA

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
<i>Employers of ten or more full time employees at any one location and employers with annual gross sales over \$100,000 irrespective of number of full time employees.</i>		\$5.85		
	07/24/2008	\$6.55		
	07/24/2009	\$7.25		
All other employers.		\$2.00		

The Oklahoma state minimum wage law does not contain current dollar minimums. Instead the state adopts the Federal minimum wage rate by reference.

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

Oregon Minimum Wage Rates

OREGON	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
				\$7.95

Premium pay required after 10 hours a day in nonfarm canneries, driers, or packing plants and in mills, factories or manufacturing establishments (excluding sawmills, planing mills, shingle mills, and logging camps).

Beginning January 1, 2004, and annually thereafter, the rate will be adjusted for inflation by a calculation using the U.S. City Average Consumer Price Index for All Urban Consumers for All Items. The wage amount established will be rounded to the nearest five cents.

Pennsylvania Minimum Wage Rates

PENNSYLVANIA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
				\$7.15
	July 2009	\$7.25		

Puerto Rico Minimum Wage Rates

PUERTO RICO	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
				\$3.61 to \$5.15

Employers covered by the Federal Fair Labor Standards Act (FLSA) are subject only to the Federal minimum wage and all applicable regulations. Employers not covered by the FLSA will be subject to a minimum wage that is at least 70 percent of the Federal minimum wage or the applicable mandatory decree rate, whichever is higher. The Secretary of Labor and Human Resources may authorize a rate based on a lower percentage for any employer who can show that implementation of the 70 percent rate would substantially curtail employment in that business.

Rhode Island Minimum Wage Rates

RHODE ISLAND	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
				\$7.40

Time and one-half premium pay for work on Sundays and holidays in retail and certain other businesses is required under two laws that are separate from the minimum wage law.

South Carolina Minimum Wage Rates

SOUTH CAROLINA

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
<i>No state minimum wage law.</i>		N/A		N/A

South Dakota Minimum Wage Rates

SOUTH DAKOTA

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$5.85		
	07/24/2008	\$6.55		
	07/24/2009	\$7.25		

Tennessee Minimum Wage Rates

TENNESSEE

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
<i>No state minimum wage law.</i>		N/A		N/A

Texas Minimum Wage Rates

TEXAS

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$5.85		
	07/24/2008	\$6.55		
	07/24/2009	\$7.25		

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

The Texas State minimum wage law does not contain current dollar minimums. Instead the State adopts the Federal minimum wage rate by reference.

Utah Minimum Wage Rates

UTAH

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$5.85		
07/24/2008	\$6.55		
07/24/2009	\$7.25		

The Utah state minimum wage law does not contain current dollar minimums. Instead the state law authorizes the adoption of the Federal minimum wage rate via administrative action.

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

Vermont Minimum Wage Rates

VERMONT

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
<i>(Applicable to employers of two or more employees)</i>	\$7.68		40

The State overtime pay provision has very limited application because it exempts numerous types of establishments, such as retail and service; seasonal amusement/recreation; hotels, motels, restaurants; and transportation employees to whom the Federal (FLSA) overtime provision does not apply.

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

Beginning January 1, 2007, and on each subsequent January 1, the minimum wage rate shall be increased by five percent or the percentage increase of the Consumer Price Index, or city average, not seasonally adjusted.

Virginia Minimum Wage Rates

VIRGINIA

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
<i>(Applicable to employers of 4 or more employees)</i>	\$5.85		
07/24/2008	\$6.55		
07/24/2009	\$7.25		

The Virginia state minimum wage law does not contain current dollar minimums. Instead the state adopts the Federal minimum wage rate by reference.

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

Virgin Islands Minimum Wage Rates

VIRGIN ISLANDS

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
State law		\$6.15	8	40 <i>On 6th and 7th consecutive days.</i>
<i>Except businesses with gross annual receipts of less than \$150,000.</i>		\$4.30		

In practice, the Virgin Islands adopts the Federal \$5.15 per hour rate.

Washington Minimum Wage Rates

WASHINGTON

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$8.07		40

Premium pay not applicable to employees who request compensating time off in lieu of premium pay.

Beginning January 1, 2001, and annually thereafter, the rate will be adjusted for inflation by a calculation using the consumer price index for urban wage earners and clerical workers for the prior year.

West Virginia Minimum Wage Rates

WEST VIRGINIA

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
<i>(Applicable to employers of 6 or more employees at one location)</i>	07/01/2008	\$6.55 \$7.25		40

Wisconsin Minimum Wage Rates

WISCONSIN

	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
			Daily	Weekly
		\$6.50		40

Wyoming Minimum Wage Rates

WYOMING

Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours ²	
		Daily	Weekly
	\$5.15		

¹ Like the Federal wage and hour law, State law often exempts particular occupations or industries from the minimum labor standard generally applied to covered employment. Particular exemptions are not identified in this table. Users are encouraged to consult the laws of particular States in determining whether the State's minimum wage applies to a particular employment. This information often may be found at the websites maintained by State labor departments. Links to these websites are available at www.dol.gov/esa/contacts/state_of.htm.

² The overtime premium rate is one and one-half times the employee's regular rate, unless otherwise specified.

This document was last revised in December 2007.

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