

# RULES CERTIFICATE

STATE OF WISCONSIN            )  
                                           ) SS  
 DEPARTMENT OF                 )  
 WORKFORCE DEVELOPMENT     )

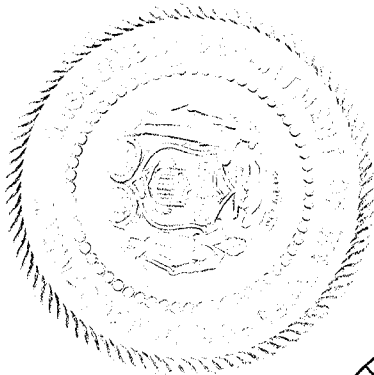
TO ALL TO WHOM THESE PRESENTS SHALL COME, GREETINGS:

I, Linda Stewart, Secretary of the Department of Workforce  
 Development, and custodian of the official records of said department, do hereby certify that the

annexed rule(s) relating to Minimum Wage - Displacement  
 (Subject)

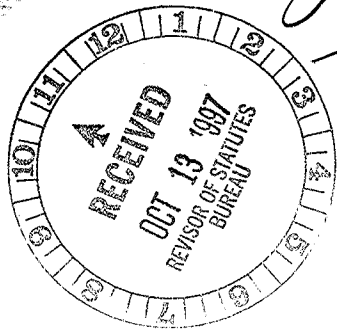
were duly approved and adopted by this department on October 13, 1997  
 (Date)

I further certify that said copy has been compared by me with the original on file in the  
 department and that the same is a true copy thereof, and of the whole of such original.



IN TESTIMONY WHEREOF, I have hereunto set  
 my hand and affixed the official seal of the  
 department at 11:00 Am  
 in the city of Madison, this 13<sup>th</sup>  
 day of October A.D. 1997.

Linda Stewart  
 Secretary



# ORDER OF ADOPTION

Pursuant to authority vested in the Department of Workforce Development by section(s)

103.005(1) and 104.04

Stats., the Department of Workforce Development  creates;  amends;

repeals and recreates;  repeals and adopts rules of Wisconsin Administrative Code chapter(s):

DWD 272.14  
(Number)

Minimum Wage - Displacement  
(Title)

The attached rules shall take effect on the first day of the month following publication in the

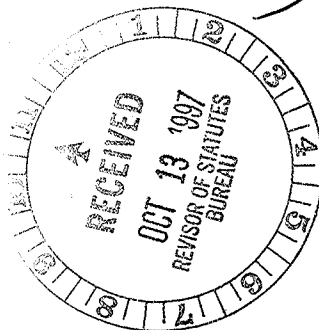
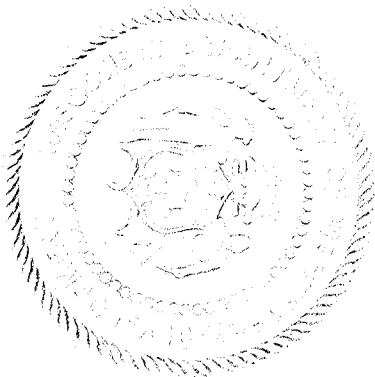
Wisconsin Register pursuant to section 227.22, Stats.

Adopted at Madison, Wisconsin this

Date: Oct 13, 1997

DEPARTMENT OF WORKFORCE DEVELOPMENT

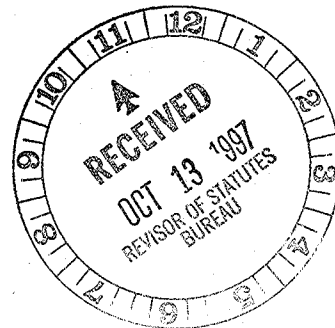
Linda Stewart  
Secretary





State of Wisconsin \ Department of Industry, Labor and Human Relations

# RULES in FINAL DRAFT FORM



**Rule No.:** DWD 272.14

**Relating to:** Minimum Wage - Displacement

**Date:** October 13, 1997

## DWD 272.14

### MINIMUM WAGE - DISPLACEMENT

The Wisconsin Department of Workforce Development proposes an order to create DWD 272.14, relating to the displacement of employees and the minimum wage.

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#### Analysis

**Statutory authority:** §§103.005(1) and 104.04, Stats.

**Statute interpreted:** §104.04, Stats.

This rule adds a provision to the rules relating to the minimum wage to provide that an employer may not displace an employee solely for the purpose of hiring an employee to be paid the opportunity wage. (The opportunity wage rate, \$4.25 per hour, may be paid to an employee who is under 20 years of age and in his or her first 90 days of employment with each new employer.)

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SECTION 1. DWD 272.14 is created to read:

**DWD 272.14 Prohibition of displacement.** An employer may not displace an employee solely for the purpose of hiring an employee to be paid the opportunity wage.

SECTION 2. EFFECTIVE DATE. This rule shall take effect on the first day of the month following publication in the Wisconsin administrative register as provided in s.227.22(2)(intro.), Stats.

(End)

Tommy G. Thompson  
Governor  
Linda Stewart  
Secretary



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## State of Wisconsin Department of Workforce Development

October 13, 1997

Gary Poulson  
Assistant Revisor of Statutes  
Suite 800  
131 W. Wilson St.  
Madison, Wisconsin 53703-3233

Douglas LaFollette  
Secretary of State  
10th Floor  
30 West Mifflin Street  
Madison, Wisconsin 53703

Dear Messrs. Poulson and LaFollette:

### TRANSMITTAL OF RULE ADOPTION

CLEARINGHOUSE RULE NO.: 97-100

RULE NO.: DWD 272.14

RELATING TO: Minimum Wage - Displacement

Pursuant to section 227.20, Stats., agencies are required to file a certified copy of every rule adopted by the agency with the offices of the Secretary of State and the Revisor of Statutes.

At this time, the following material is being submitted to you:

1. Order of Adoption.
2. Rules Certificate Form.
3. Rules in Final Draft Form.

Pursuant to section 227.114, Stats., a summary of the final regulatory flexibility analysis is included for permanent rules. A fiscal estimate and fiscal estimate worksheet is included with an emergency rule.

Respectfully submitted,

Handwritten signature of Linda Stewart in cursive script.

Linda Stewart  
Secretary

