



## Minimum Wage and Overtime Requirements

*December 2016*

The primary source of federal wage and hour regulation is the Fair Labor Standards Act (FLSA). The FLSA establishes a minimum wage and a 40-hour overtime standard for covered employees. Generally, coverage under the FLSA can be established on an individual or enterprise basis. For Individual Coverage to apply, an individual must be engaged in commerce (trade, commerce, transportation, transmission, or communication among the states or between any state and any place outside thereof) or in the production of goods for commerce, or be employed in an enterprise engaged in commerce or in the production of goods for commerce. For Enterprise Coverage to apply, an enterprise must have employees engaged in commerce or in the production of goods for commerce, or have employees handling, selling, or otherwise working on goods or materials that have been moved in or produced for commerce by any person, and have annual gross revenue of at least \$500,000 per year.

Additionally, many states have adopted their own minimum wage and overtime provisions. As a general rule, federal wage and hour laws do not preempt state laws. Thus, an employer must determine whether the FLSA or state law imposes a more stringent minimum wage or overtime obligation and, if so, apply the more stringent of the two standards. If an employee is exempt from either federal or state law, but not both, then the employee must be paid in accordance with whichever law applies. Some states do not have a minimum wage and/or overtime law. In these jurisdictions FLSA-covered employers must pay non-exempt employees at least the federal minimum wage, and pay overtime according to federal standards. Finally, certain states exempt FLSA-covered employers and/or employees from the requirements of their minimum wage and/or overtime laws. Accordingly, even if the state minimum wage rate and/or overtime standards are more beneficial to employees than the federal rate and standards, in these jurisdictions employers can pay employees according to the FLSA.

**Note Regarding Exemptions & Coverage:** At various points this survey notes an individual or business is exempt from state law if the employer and/or employee is covered by, or exempt under, the FLSA. This is the survey's only coverage-related discussion. The survey is not intended to, nor does it, address every possible personal, position-based, and/or industry-related exemption that may exist under state or federal law. Employers with questions concerning whether they are covered by state law or the FLSA should consult knowledgeable employment counsel.

### Quick Charts

The following charts address: 1) Predetermined minimum wage increases (state legislation has been enacted establishing future minimum wage rates); 2) To be determined minimum wage increases (state law requires minimum wage rate to be examined, and potentially adjusted, annually); and 3) Minimum wage rates (identifies, for FLSA-covered employers, whether state minimum wage is the same as, or exceeds, the FLSA rate).

### Predetermined Minimum Wage Increases

<b>2016</b>				
<b>December 31</b>				
New York				
<b>2017</b>				
<b>January 1</b>				
Arizona	Arkansas	California	Colorado	Connecticut
Hawaii	Maine	Massachusetts	Michigan	Vermont
Washington				
<b>July 1</b>				
District of Columbia	Maryland	Oregon		
<b>December 31</b>				
New York				
<b>2018</b>				
<b>January 1</b>				
Arizona	California	Colorado	Hawaii	Maine
Michigan	Vermont	Washington		
<b>July 1</b>				
District of Columbia	Maryland	Oregon		
<b>December 31</b>				
New York				
<b>2019</b>				
<b>January 1</b>				
Arizona	California	Colorado	Maine	Washington
<b>July 1</b>				
District of Columbia	Oregon			

<b>December 31</b>				
New York (NYC Small Employer / Remainder of Downstate & State / Fast Food (Outside NYC))				
<b>2020</b>				
<b>January 1</b>				
Arizona	California	Colorado	Maine	Washington
<b>July 1</b>				
District of Columbia	Oregon			
<b>December 31</b>				
New York (Remainder of Downstate & State / Fast Food (Outside NYC))				
<b>2021</b>				
<b>January 1</b>				
California				
<b>July 1</b>				
New York ( Fast Food (Outside NYC))	Oregon			
<b>December 31</b>				
New York (Remainder of Downstate)				
<b>2022</b>				
<b>January 1</b>				
California				
<b>July 1</b>				

Oregon				
<b>2023</b>				
<b>January 1</b>				
California (25 or Fewer Employees)				

**To Be Determined Minimum Wage Increases**

<b>States that Potentially Adjust Minimum Wage Each January 1</b>				
Alaska	Arizona <b>(Effective 2021)</b>	California <b>(Effective 2024)</b>	Colorado <b>(Effective 2021)</b>	Florida
Maine <b>(Effective 2021)</b>	Minnesota <b>(Effective 2018)</b>	Missouri	Montana	New Jersey
Ohio	South Dakota	Vermont <b>(Effective 2019)</b>	Washington	
<b>States that Potentially Adjust Minimum Wage Each April 1</b>				
Michigan <b>(Effective 2019)</b>				
<b>States that Potentially Adjust Minimum Wage Each July 1</b>				
District of Columbia <b>(Effective 2021)</b>	Nevada	Oregon <b>(Effective 2023)</b>		
<b>States that Potentially Adjust Minimum Wage Each December 31</b>				
New York (Remainder of State) <b>(Effective 2021)</b>				

**Minimum Wage Rates**

<b>Minimum Wage Same as FLSA</b>				
Alabama (No Minimum Wage)	Georgia (State Rate Lower + FLSA- Based Exemption)	Idaho	Indiana (Pay FLSA Rate + FLSA- Based Exemption)	Iowa

Kansas (Same as FLSA + FLSA- Based Exemption)	Kentucky	Louisiana (No Minimum Wage)	Mississippi (No Minimum Wage)	Nevada <b>(If Health Benefits Available)</b>
New Hampshire	North Carolina (Pay FLSA Rate + FLSA- Based Exemption)	North Dakota	Oklahoma (Pay FLSA Rate + FLSA- Based Exemption)	Pennsylvania
South Carolina (No Minimum Wage)	Tennessee (No Minimum Wage)	Texas (Pay FLSA Rate + FLSA- Based Exemption)	Utah (Same as FLSA + FLSA- Based Exemption)	Virginia (Pay FLSA Rate + FLSA- Based Exemption)
Wyoming (State Rate Lower)				

**Minimum Wage Greater than FLSA**

Alaska	Arizona	Arkansas	California	Colorado
Connecticut	Delaware	District of Columbia	Florida	Hawaii
Illinois	Maine	Maryland	Massachusetts	Michigan (FLSA-Based Exemption Inapplicable)
Minnesota	Missouri	Montana	Nebraska	Nevada <b>(If Health Benefits Not Available)</b>
New Jersey	New Mexico	New York	Ohio	Oregon
Rhode Island	South Dakota	Vermont	Washington	West Virginia

Jurisdiction	Overtime Pay Requirements	Minimum Wage Rate
Federal	1½ times regular rate for all hours over 40 in a week.  29 U.S.C. § 207(a)(1).	\$7.25/hr.  29 U.S.C. § 206(a)(1).
Alabama	1½ times regular rate for all hours over 40 in a week.	\$7.25

Jurisdiction	Overtime Pay Requirements	Minimum Wage Rate															
	<p><b>Note:</b> Alabama has no overtime provision. FLSA-covered employers must pay employees overtime according to federal standards.</p>	<p><b>Note:</b> Alabama has no minimum wage provision. The above rate is the federal minimum wage.</p>															
Alaska	<p>1½ times regular rate for all hours over 8 in a day or 40 in a week.</p> <p>Alaska Stat. § 23.10.060.</p> <p><b>Notes</b></p> <ul style="list-style-type: none"> <li>The overtime requirement does not apply to employees of employers employing less than 4 employees in the regular course of business.</li> <li>Special rules apply to non-exempt employees paid a salary and to employees working under a flexible work hours plan. See Alaska Admin. Code tit. 8, §§ 15.100, 15.102, 15.160, 15.165, 15.908, 15.910.</li> </ul>	<p>\$9.75/hr (<b>\$9.80/hr effective January 1, 2017</b>).</p> <p>The minimum wage must be at least \$1.00 more than the federal minimum wage.</p> <p><b>Note:</b> Effective January 2017, annual adjustments based on inflation will occur.</p> <p>Alaska Stat. § 23.10.065.</p> <p><i>Updated 10/27/2016</i></p>															
Arizona	<p>1½ times regular rate for all hours over 40 in a week.</p> <p><b>Note:</b> Arizona has no overtime provision. FLSA-covered employers must pay employees overtime according to federal standards.</p>	<table border="1" data-bbox="1152 787 2001 1144"> <thead> <tr> <th data-bbox="1152 787 1575 836">Date</th> <th data-bbox="1575 787 2001 836">Rate</th> </tr> </thead> <tbody> <tr> <td data-bbox="1152 836 1575 885">Currently</td> <td data-bbox="1575 836 2001 885">\$8.05</td> </tr> <tr> <td data-bbox="1152 885 1575 933">January 1, 2017</td> <td data-bbox="1575 885 2001 933">\$10.00</td> </tr> <tr> <td data-bbox="1152 933 1575 982">January 1, 2018</td> <td data-bbox="1575 933 2001 982">\$10.50</td> </tr> <tr> <td data-bbox="1152 982 1575 1031">January 1, 2019</td> <td data-bbox="1575 982 2001 1031">\$11.00</td> </tr> <tr> <td data-bbox="1152 1031 1575 1079">January 1, 2020</td> <td data-bbox="1575 1031 2001 1079">\$12.00</td> </tr> <tr> <td data-bbox="1152 1079 1575 1128">January 1, 2021</td> <td data-bbox="1575 1079 2001 1128">TBD</td> </tr> </tbody> </table> <p><b>Notes</b></p> <ul style="list-style-type: none"> <li>The summary represents the law as amended by Proposition 2016.</li> <li>Beginning January 1, 2021, and each January after, the minimum wage is increased based on the increase in the cost of living, rounded to the nearest multiple of \$0.05.</li> </ul>		Date	Rate	Currently	\$8.05	January 1, 2017	\$10.00	January 1, 2018	\$10.50	January 1, 2019	\$11.00	January 1, 2020	\$12.00	January 1, 2021	TBD
Date	Rate																
Currently	\$8.05																
January 1, 2017	\$10.00																
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January 1, 2020	\$12.00																
January 1, 2021	TBD																

Jurisdiction	Overtime Pay Requirements	Minimum Wage Rate		
		Ariz. Rev. Stat. § 23-362.  <i>Updated 11/09/2016</i>		
Arkansas	1½ times regular rate for all hours over 40 in a week.  Ark. Code Ann. § 11-4-211.  <b>Note:</b> The overtime provision does not apply to employers for any work week in which fewer than 4 employees are employed. Ark. Code Ann. § 11-4-203.	\$8.00/hr.  Ark. Code Ann. § 11-4-210.  <b>Notes</b> <ul style="list-style-type: none"> <li>• The minimum wage will increase to \$8.50 on January 1, 2017.</li> <li>• The minimum wage provision does not apply to employers for any work week in which fewer than 4 employees are employed. Ark. Code Ann. § 11-4-203.</li> </ul> <i>Updated 01/04/2016</i>		
California	1½ times the regular rate for all hours over 8 in a day, all hours over 40 in a week, and the first 8 hours on the seventh day work in a single workweek; double time for all hours over 12 in a day, and for all hours of work in excess of 8 on the seventh consecutive day of work in a single workweek.  <b>Note:</b> California law does not require the payment of both daily and weekly overtime when doing so would result in the payment of overtime on hours that are already being paid at an overtime premium. California law is clear that overtime must only be paid once as overtime - at whichever overtime rate is the higher rate.  Cal. Lab. Code § 510; California Wage Orders, Section 3.	<b>Date</b>	<b>Minimum Wage (26 or More Employees)</b>	<b>Minimum Wage (25 or Fewer Employees)</b>
		Currently	\$10.00	
		January 1, 2017	\$10.50	\$10.00
		January 1, 2018	\$11.00	\$ 10.50
		January 1, 2019	\$12.00	\$ 11.00
		January 1, 2020	\$13.00	\$ 12.00
		January 1, 2021	\$14.00	\$13.00
		January 1, 2022	\$15.00	\$14.00
		January 1, 2023	\$15.00	\$15.00
		<b>Note:</b> Effective January 1, 2024, annual adjustment based on inflation will occur (can increase, but cannot decrease).		

Jurisdiction	Overtime Pay Requirements	Minimum Wage Rate															
		Cal. Lab. Code § 1182.12; California Minimum Wage Order.  <i>Updated 04/04/2016</i>															
Colorado	1½ times regular rate for all hours in excess of: 1) 40 hours per workweek, 2) 12 hours per workday, or 3) 12 consecutive hours without regard to starting and ending time of the workday, whichever calculation results in the greatest payment of wages.  Colorado Minimum Wage Order.	<table border="1"> <thead> <tr> <th data-bbox="1152 331 1575 375">Date</th> <th data-bbox="1575 331 1997 375">Rate</th> </tr> </thead> <tbody> <tr> <td data-bbox="1152 375 1575 427">Currently</td> <td data-bbox="1575 375 1997 427">\$8.31</td> </tr> <tr> <td data-bbox="1152 427 1575 479">January 1, 2017</td> <td data-bbox="1575 427 1997 479">\$9.30</td> </tr> <tr> <td data-bbox="1152 479 1575 531">January 1, 2018</td> <td data-bbox="1575 479 1997 531">\$10.20</td> </tr> <tr> <td data-bbox="1152 531 1575 583">January 1, 2019</td> <td data-bbox="1575 531 1997 583">\$11.10</td> </tr> <tr> <td data-bbox="1152 583 1575 634">January 1, 2020</td> <td data-bbox="1575 583 1997 634">\$12.00</td> </tr> <tr> <td data-bbox="1152 634 1575 686">January 1, 2021</td> <td data-bbox="1575 634 1997 686">TBD</td> </tr> </tbody> </table>	Date	Rate	Currently	\$8.31	January 1, 2017	\$9.30	January 1, 2018	\$10.20	January 1, 2019	\$11.10	January 1, 2020	\$12.00	January 1, 2021	TBD	Notes <ul style="list-style-type: none"> <li>• The summary represents the law as amended by Colorado Amendment 70.</li> <li>• Beginning January 1, 2021, and each January after, the minimum wage is adjusted based on the increase in the cost of living.</li> </ul> Colo. Const. art. XVIII, § 15; Colorado Minimum Wage Order.  <i>Updated 11/09/2016</i>
Date	Rate																
Currently	\$8.31																
January 1, 2017	\$9.30																
January 1, 2018	\$10.20																
January 1, 2019	\$11.10																
January 1, 2020	\$12.00																
January 1, 2021	TBD																
Connecticut	1½ times regular rate for all hours over 40 in a week.  Conn. Gen. Stat. §§ 31-76b, 31-76c.	\$9.60/hr.  <b>Note:</b> Effective January 1, 2017, the minimum wage increases to <b>\$10.10 per hour</b> .  The minimum wage will be the rate stated above, or 1/2 of 1 percent above the federal minimum wage if the federal minimum wage equals or becomes higher than the state minimum wage.  Conn. Gen. Stat. § 31-58.  <i>Updated 01/04/2016</i>															



Jurisdiction	Overtime Pay Requirements	Minimum Wage Rate															
Delaware	<p>1½ times regular rate for all hours over 40 in a week.</p> <p><b>Note:</b> Delaware has no overtime provision. FLSA-covered employers must pay employees overtime according to federal standards.</p>	<p>\$8.25/hr.</p> <p>State law requires payment of the state or federal minimum wage, whichever is greater.</p> <p>Del. Code Ann. tit. 19, § 902.</p> <p><i>Updated 06/01/2014</i></p>															
District of Columbia	<p>1½ times regular rate for all hours over 40 in a week.</p> <p>D.C. Code § 32-1003(c).</p>	<table border="1" data-bbox="1152 490 1997 847"> <thead> <tr> <th data-bbox="1152 490 1575 535">Date</th> <th data-bbox="1575 490 1997 535">Minimum Wage</th> </tr> </thead> <tbody> <tr> <td data-bbox="1152 535 1575 586">Currently</td> <td data-bbox="1575 535 1997 586">\$11.50</td> </tr> <tr> <td data-bbox="1152 586 1575 636">July 1, 2017</td> <td data-bbox="1575 586 1997 636">\$12.50</td> </tr> <tr> <td data-bbox="1152 636 1575 686">July 1, 2018</td> <td data-bbox="1575 636 1997 686">\$13.25</td> </tr> <tr> <td data-bbox="1152 686 1575 737">July 1, 2019</td> <td data-bbox="1575 686 1997 737">\$14.00</td> </tr> <tr> <td data-bbox="1152 737 1575 787">July 1, 2020</td> <td data-bbox="1575 737 1997 787">\$15.00</td> </tr> <tr> <td data-bbox="1152 787 1575 847">July 1, 2021</td> <td data-bbox="1575 787 1997 847">TBD</td> </tr> </tbody> </table> <p>Notes</p> <ul data-bbox="1165 911 1997 1060" style="list-style-type: none"> <li>• The minimum wage is the above rate or the federal minimum wage plus \$1 (if higher).</li> <li>• Beginning on July 1, 2021, the minimum wage will be annually adjusted based on changes to the consumer price index.</li> </ul> <p>D.C. Code § 32-1003.</p> <p><i>Updated 07/05/2016</i></p>		Date	Minimum Wage	Currently	\$11.50	July 1, 2017	\$12.50	July 1, 2018	\$13.25	July 1, 2019	\$14.00	July 1, 2020	\$15.00	July 1, 2021	TBD
Date	Minimum Wage																
Currently	\$11.50																
July 1, 2017	\$12.50																
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July 1, 2019	\$14.00																
July 1, 2020	\$15.00																
July 1, 2021	TBD																
Florida	<p>1½ times regular rate for all hours over 40 in a week.</p> <p><b>Note:</b> Florida has no overtime provision, except for manual laborers paid by the day, week, month, or year, and government employees.<sup>1</sup> FLSA-covered employers must pay employees overtime according to federal standards.</p>	<p>\$8.05/hr. <b>(\$8.10/hr effective January 1, 2017)</b></p> <p>The Florida minimum wage is recalculated annually on September 30 based on the Consumer Price Index, and is effective the following January 1st. The new Florida minimum wage takes effect unless the Federal rate is greater.</p>															

Jurisdiction	Overtime Pay Requirements	Minimum Wage Rate
		Fla. Const. art. X, § 24.  <i>Updated 10/17/2016</i>
Georgia	1½ times regular rate for all hours over 40 in a week.  <b>Note:</b> Georgia has no overtime provision. FLSA-covered employers must pay employees overtime according to federal standards.	7.25/hr.  Ga. Code Ann. § 34-4-3.  <b>Notes</b> <ul style="list-style-type: none"> <li>• The minimum wage law does not apply to an employer with 5 employees or less employees. Ga. Code Ann. § 34-4-3.</li> <li>• If covered by the FLSA, an employer must pay non-exempt employees at least \$7.25 per hour. However, if not covered by the FLSA, an employer may pay employees the state minimum wage, \$5.15 per hour.</li> </ul>
Hawaii	1½ times regular rate for all hours over 40 in a week.  Haw. Rev. Stat. § 387-3.	\$8.50/hr.  Haw. Rev. Stat. § 387-2.  <b>Notes:</b> <ul style="list-style-type: none"> <li>• Minimum wage requirements do not apply to employees covered by the FLSA unless state law provides greater protection. Currently, the Hawaii minimum wage exceeds the federal rate, so the exemption does not apply. Haw. Rev. Stat. § 387-1.</li> <li>• Hawaii has scheduled future minimum wage increases: January 1, 2017: \$9.25; January 1, 2018: \$10.10.</li> </ul> <i>Updated 01/04/2016</i>
Idaho	1½ times regular rate for all hours over 40 in a week.  <b>Note:</b> Idaho has no overtime provision. FLSA-covered employers must pay employees overtime according to federal standards.	\$7.25/hr.  State law requires payment of at least the federal minimum wage rate.  Idaho Code Ann. § 44-1502.

Jurisdiction	Overtime Pay Requirements	Minimum Wage Rate
Illinois	<p>1½ times regular rate for all hours over 40 in a week.</p> <p>820 Ill. Comp. Stat. 105/4a; Ill. Admin. Code tit. 56, § 210.440.</p> <p><b>Note:</b> The overtime provisions do not apply to employees permitted to work for an employer employing fewer than 4 employees, exclusive of the employer's parent, spouse or child or other members of the employer's immediate family. An employer remains subject to the law for the rest of a quarter in which it employed a fourth employee, or for the entire pay period in which it employed a fourth employee, whichever period is longer. 820 Ill. Comp. Stat. 105/3; Ill. Admin. Code tit. 56, § 210.130.</p>	<p>\$8.25/hr.</p> <p>820 Ill. Comp. Stat. 105/2, 105/4.</p> <p><b>Note:</b> The minimum wage provisions do not apply to employees permitted to work for an employer employing fewer than 4 employees, exclusive of the employer's parent, spouse or child or other members of the employer's immediate family. An employer remains subject to the law for the rest of a quarter in which it employed a fourth employee, or for the entire pay period in which it employed a fourth employee, whichever period is longer. 820 Ill. Comp. Stat. 105/3; Ill. Admin. Code tit. 56, § 210.130.</p>
Indiana	<p>1½ times regular rate for all hours over 40 in a week.</p> <p>Ind. Code § 22-2-2-4(j).</p> <p><b>Notes</b></p> <ul style="list-style-type: none"> <li>• An employer is covered by the overtime law if it has 2 or more employees. Ind. Code § 22-2-2-3.</li> <li>• Overtime requirements do not apply to employers that are covered by the FLSA. Ind. Code § 22-2-2-3.</li> </ul>	<p>\$7.25/hr.</p> <p>State law requires payment of at least the federal minimum wage rate.</p> <p>Ind. Code § 22-2-2-4(g).</p> <p><b>Notes</b></p> <ul style="list-style-type: none"> <li>• Employers are covered by the minimum wage law if they have 2 or more employees. Ind. Code § 22-2-2-3.</li> <li>• Minimum wage requirements do not apply to employers that are covered by the FLSA. Ind. Code § 22-2-2-3.</li> </ul>
Iowa	<p>1½ times regular rate for all hours over 40 in a week.</p> <p><b>Note:</b> Iowa has no overtime provision. FLSA-covered employers must pay employees overtime according to federal standards.</p>	<p>\$7.25/hr.</p> <p>State law requires payment of the state or federal minimum wage, whichever is greater. Currently both are \$7.25 per hour.</p> <p>Iowa Code § 91D.1; Iowa Admin. Code r. 875-215.1.</p> <p><b>Notes</b></p> <ul style="list-style-type: none"> <li>• If covered by the FLSA, employers must always pay non-exempt employees at least the federal minimum wage of \$7.25 per hour.</li> </ul>

Jurisdiction	Overtime Pay Requirements	Minimum Wage Rate													
		However, if not covered by the FLSA, state law only requires payment of the state minimum wage, \$7.25 per hour, after an employee has completed 90 calendar days of employment.													
Kansas	1½ times regular rate for all hours over 40 in a week.  <b>Note:</b> Overtime provisions do not apply to FLSA-covered employers. If not covered by the FLSA, and only covered under state law, employees must be paid 1½ times regular rate for all hours over 46 in a week.  Kan. Stat. Ann. §§ 44,1202, 44-1204.	\$7.25/hr.  Kan. Stat. Ann. § 44-1203.	<b>Note:</b> Minimum wage requirements do not apply to employers that are covered by the FLSA. Kan. Stat. Ann. §§ 44-1202, 44-1203; Kan. Admin. Regs. § 49-30-1.												
Kentucky	1½ times regular rate for all hours over 40 in a week.  An employee who works more than 40 hours total in a workweek (7-day period set by employer), and works on each day of the workweek, must be paid 1½ times the employee’s regular rate for all hours worked on the seventh day of the workweek. However, an employer may credit the premium paid to an employee for work on the seventh day toward meeting its overtime pay obligations.  Ky. Rev. Stat. Ann. §§ 337.050, 337.285.	\$7.25/hr.  State law requires the state minimum wage to track the federal minimum wage if the federal rate is higher. Currently, the state and federal rate are \$7.25 per hour.  Ky. Rev. Stat. Ann. § 337.275.													
Louisiana	1½ times regular rate for all hours over 40 in a week.  <b>Note:</b> Louisiana has no overtime provision. FLSA-covered employers must pay employees overtime according to federal standards.	\$7.25	<b>Note:</b> Louisiana has no minimum wage provision. The above rate is the federal minimum wage.												
Maine	1½ times regular rate for all hours over 40 in a week.  Inapplicable to certain categories of employees.  With certain exceptions, an employer may not require an employee to work more than 80 hours of overtime in any 2-consecutive week period.  Me. Rev. Stat. Ann. tit. 26, §§ 603, 664.	<table border="1"> <thead> <tr> <th data-bbox="1152 1151 1556 1193">Date</th> <th data-bbox="1556 1151 1997 1193">Rate</th> </tr> </thead> <tbody> <tr> <td data-bbox="1152 1193 1556 1235">Currently</td> <td data-bbox="1556 1193 1997 1235">\$7.50</td> </tr> <tr> <td data-bbox="1152 1235 1556 1278">January 1, 2017</td> <td data-bbox="1556 1235 1997 1278">\$9.00</td> </tr> <tr> <td data-bbox="1152 1278 1556 1320">January 1, 2018</td> <td data-bbox="1556 1278 1997 1320">\$10.00</td> </tr> <tr> <td data-bbox="1152 1320 1556 1362">January 1, 2019</td> <td data-bbox="1556 1320 1997 1362">\$11.00</td> </tr> <tr> <td data-bbox="1152 1362 1556 1404">January 1, 2020</td> <td data-bbox="1556 1362 1997 1404">\$12.00</td> </tr> </tbody> </table>	Date	Rate	Currently	\$7.50	January 1, 2017	\$9.00	January 1, 2018	\$10.00	January 1, 2019	\$11.00	January 1, 2020	\$12.00	
Date	Rate														
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January 1, 2020	\$12.00														

Jurisdiction	Overtime Pay Requirements	Minimum Wage Rate	
		January 1, 2021	TBD
		<p>Notes</p> <ul style="list-style-type: none"> <li>The summary represents the law as amended by Question 4.</li> <li>If the federal minimum wage is increased above the state rate, the state minimum wage will be increased to the federal rate on the date the federal increase takes effect.</li> <li>Beginning January 1, 2021, and each January after, the minimum wage is adjusted based on the increase in the cost of living, rounded to the nearest multiple of \$0.05.</li> </ul> <p>Me. Rev. Stat. Ann. tit. 26, § 664</p> <p><i>Updated 11/09/2016</i></p>	
Maryland	<p>1½ times regular rate for all hours over 40 in a week.</p> <p>Md. Code Ann., Lab. &amp; Empl. § 3-415.</p>	<p>\$8.75/hr.</p> <p>State law requires payment of the state or federal minimum wage, whichever is higher. Currently the state rate exceeds the federal rate.</p> <p><b>Note:</b> Future minimum wage increases are scheduled: <b>July 1, 2017</b> (\$9.25); <b>July 1, 2018</b> (\$10.10).</p> <p>Md. Code Ann., Lab. &amp; Empl. § 3-413.</p> <p><i>Updated 07/01/2016</i></p>	
Massachusetts	<p>1½ times regular rate for all hours over 40 in a week.</p> <p>Mass. Gen. Laws ch. 151, § 1A.</p> <p><b>Retail Employees:</b> Sunday work must be voluntary. Employees must be paid at 1½ times the regular rate for all hours worked on Sunday if the store employs more than 7 people, including the proprietor, on any day.</p> <p>Mass. Gen. Laws ch. 136, § 6.</p>	<p>\$10.00/hr.</p> <p><b>Note:</b> Effective January 1, 2017, the minimum wage increases to \$11.00.</p> <p>State law requires that the minimum wage be at least 10¢ higher than the federal minimum wage.</p> <p>Mass. Gen. Laws ch. 151, § 1.</p>	

Jurisdiction	Overtime Pay Requirements	Minimum Wage Rate
	<p>Holiday work must be voluntary. Employees must be paid at 1½ times the regular rate for all holidays worked.</p> <p>Mass. Gen. Laws ch. 136, § 13.</p>	<p><i>Updated 01/04/2016</i></p>
<p>Michigan</p>	<p>1½ times regular rate for all hours over 40 in a week.</p> <p>Mich. Comp. Laws § 408.414a.</p> <p><b>Notes</b></p> <ul style="list-style-type: none"> <li>An employer is covered by the overtime law if it employs 2 or more employees at any one time within a calendar year, and it remains covered during the remainder of that calendar year. Mich. Comp. Laws § 408.412.</li> <li>Overtime requirements do not apply to employers covered by the FLSA unless the state minimum wage exceeds the federal rate. Currently, Michigan’s minimum wage rate is greater than the federal rate, so the exemption does not apply. Mich. Comp. Laws § 408.420.</li> </ul> <p><i>Updated 09/02/2014</i></p>	<p><b>\$8.50/hr. (\$8.90 effective January 1, 2017)</b></p> <p>Notes</p> <ul style="list-style-type: none"> <li>*An employer is covered by the minimum wage law if it employs 2 or more employees at any one time within a calendar year, and it remains covered during the remainder of that calendar year.</li> <li>**Minimum wage requirements do not apply to employers covered by the FLSA unless the state minimum wage exceeds the federal rate. Currently, Michigan’s minimum wage rate is greater than the federal rate, so the exemption does not apply.</li> <li>On January 1, 2018, the minimum wage increases to \$9.25.</li> <li>Annual increases may occur beginning April 1, 2019. Future minimum wage rates are as follows:</li> </ul> <p>Mich. Comp. Laws § § * 408.412, 408.414, ** 408.420.</p> <p><i>Updated 01/04/2016</i></p>
<p>Minnesota</p>	<p>1½ times regular rate for all hours over 40 in a week.</p> <p><b>Note:</b> FLSA-covered employers must pay employees overtime according to federal standards. If not covered by the FLSA, and only covered under state law, employees must be paid 1½ times regular rate for all hours over 48 in a week. Minn. Stat. § 177.25.</p>	<p><b>\$9.50</b></p> <p>Notes</p> <ul style="list-style-type: none"> <li>Minnesota has different minimum wage standards for "large" and "small" employers. A "large employer" is an enterprise whose annual gross volume of sales made or business done is not less than \$500,000 (exclusive of excise taxes at the retail level that are separately stated). A “small employers” is an enterprise whose annual gross volume of sales made or business done is less than \$500,000 (exclusive of excise taxes at the retail level that are separately stated). Additionally, a separate minimum wage rate</li> </ul>

Jurisdiction	Overtime Pay Requirements	Minimum Wage Rate
		<p>is available when a covered hotel, motel, lodging establishment, or resort ( see Minn. Stat. § 157.15) enters into a contract with an employee working on a summer work travel exchange visitor program nonimmigrant visa ("J visa"), and the contract includes a provision that the employer will provide food or lodging benefit. The minimum wage indicated above applies to "large" employers</p> <ul style="list-style-type: none"> <li>• Small Employers: As of August 1, 2016, the minimum wage is \$7.75 per hour.</li> <li>• Hotels, etc.: As of August 1, 2016, the minimum wage for covered employees is \$7.75 per hour.</li> <li>• Effective January 1, 2018 and each January 1 afterwards, the minimum wage will increase unless the state labor department determines economic conditions warrant not increasing the minimum wage rate.</li> </ul> <p><i>Updated 08/01/2016</i></p>
Mississippi	<p>1½ times regular rate for all hours over 40 in a week.</p> <p><b>Note:</b> Mississippi has no overtime provision. FLSA-covered employers must pay employees overtime according to federal standards.</p>	<p>\$7.25/hr.</p> <p><b>Note:</b> Mississippi has no minimum wage provision. The above rate is the federal minimum wage.</p>
Missouri	<p>1½ times regular rate for all hours over 40 in a week.</p> <p>Mo. Rev. Stat. § 290.505.1.</p>	<p><b>\$7.65/hr. (\$7.70/hr effective January 1, 2017)</b></p> <p>State law requires payment of the state or federal minimum wage, whichever is greater. Currently the state rate exceeds the federal rate. The minimum wage is increased every January 1st based on the increase in the cost of living.</p> <p>Mo. Rev. Stat. § 290.502.</p> <p><i>Updated 11/15/2016</i></p>
Montana	<p>1½ times regular rate for all hours over 40 in a week.</p>	<p><b>\$8.05/hr. (\$8.15/hr on January 1, 2017)</b></p>

Jurisdiction	Overtime Pay Requirements	Minimum Wage Rate
	<p>Mont. Code Ann. § 39-3-405.</p>	<p>State law requires payment of the above amount or the federal minimum wage, whichever is greater. Currently the state rate exceeds the federal rate.</p> <p>The minimum wage is increased every January 1st based on the increase in the cost of living.</p> <p>Mont. Code Ann. § 39-3-409.</p> <p><i>Updated 09/30/2016</i></p>
<p>Nebraska</p>	<p>1½ times regular rate for all hours over 40 in a week.</p> <p><b>Note:</b> Nebraska has no overtime provision. FLSA-covered employers must pay employees overtime according to federal standards.</p>	<p>\$9.00/hr.</p> <p>Neb. Rev. Stat. § 48-1203.</p> <p><b>Note:</b> The minimum wage law applies to employers employing 4 or more employees at any one time except for seasonal employment of not more than 20 weeks in any calendar year. Neb. Rev. Stat. § 48-1202.</p> <p><i>Updated 01/04/2016</i></p>
<p>Nevada</p>	<p>1½ times the regular rate for all hours over:</p> <ul style="list-style-type: none"> <li>• 40 in a workweek.                             <ul style="list-style-type: none"> <li>• "Week of work" means 7 consecutive periods of 24 hours which may begin on any day and at any hour of the day.</li> </ul> </li> <li>• 8 hours in a "workday," unless by mutual agreement the employee works a scheduled 10 hours per day for 4 calendar days within any scheduled workweek.                             <ul style="list-style-type: none"> <li>• "Workday" is defined as "a period of 24 consecutive hours which begins when the employee begins work."</li> <li>• According to a state labor department advisory opinion, "If an employee does not work a scheduled '4 10s' due to a decision made by the employee or for reasons within the employee's control or to the employee's benefit, the</li> </ul> </li> </ul>	<p>If health benefits are offered: \$7.25/hr.</p> <p>If the employer does not offer qualified health benefits: \$8.25/hr.</p> <p>Note: The minimum wage is adjusted every July 1st based on the increase in the cost of living.</p> <p>Nev. Const. art. 15, § 16. <i>MDC Restaurants, LLC v. Eight Judicial District Court</i>, 132 Nev. Adv. Op. 76 (Oct. 27, 2016) (1. Employers need only offer a qualifying health plan; not required to actually enroll employees in a health benefit plan. 2. Tips are not included for purposes of the benefit premium cap of 10% of an employee's gross taxable income. 3. Rulings apply retroactively to the implementation of the Minimum Wage Amendment)</p> <p><i>Updated 10/28/2016</i></p>



Jurisdiction	Overtime Pay Requirements	Minimum Wage Rate
	<p>employer is only required to pay the employee’s regular wage for the hours the employee actually worked during that work week.” Employers should be aware that the key to this opinion is a factual premise that the employee made the decision not to work the “4 10s” schedule. If the employee is unable to work a “4 10s” schedule as a result of action by the employer or for reasons outside of the employee’s control, then the employer is required to pay overtime for any day during the work week where the employee worked more than 8 hours.</p> <p>Daily overtime applies if an employee works over 8 hours in a workday and is either: (1) paid less than \$10.875 per hour by an employer that has made available qualifying health benefits; or (2) is paid less than \$12.375 per hour by an employer that does not make available such benefits.</p> <p>Employees who earn not less than one-and-one-half times the minimum wage are entitled to time-and-one-half for all hours over 40 in a week but not for hours worked in excess of 8 in a workday.</p> <p>Note: The below observations are based on informal discussions with the Nevada Labor Commissioner.</p> <ul style="list-style-type: none"> <li>• The workday is individual to the employee and is not tied to the workweek. Accordingly a workday can and often does bridge two work weeks.</li> <li>• The only application of the definition of workday is calculating overtime for daily overtime purposes.</li> <li>• Weekly overtime is always calculated on a recurring workweek and daily overtime is calculated independently on the workday.</li> <li>• An employer can credit all daily overtime premiums paid in a workweek (even if some overtime premiums are triggered by hours</li> </ul>	

Jurisdiction	Overtime Pay Requirements	Minimum Wage Rate			
	<p>worked a workday that overlaps from the end of the previous workweek into the current workweek) against the weekly overtime due for the workweek.</p> <p>Nev. Rev. Stat. §§ 608.018, 608.123, 608.126; Nevada Labor Commissioner, <a href="#">Advisory Opinion 2013-04</a> (July 25, 2013).</p> <p><i>Updated 06/22/2015</i></p>				
New Hampshire	<p>1½ times regular rate for all hours over 40 in a week.</p> <p>N.H. Rev. Stat. Ann. § 279.21.</p> <p><b>Note:</b> Overtime requirements do not apply to employees of employers covered by the FLSA. N.H. Rev. Stat. Ann. § 279:21.</p>	<p>\$7.25/hr.</p> <p>State law requires payment of the federal minimum wage rate.</p> <p>N.H. Rev. Stat. Ann. § 279.21.</p>			
New Jersey	<p>1½ times regular rate for all hours over 40 in a week.</p> <p>N.J. Stat. Ann. § 34:11-56a4; N.J. Admin. Code §§ 12:56-6.1 - 12:56-6.4.</p>	<p>\$8.38/hr. <b>(\$8.44/hr effective January 1, 2017)</b></p> <p>State law requires payment of the federal or state minimum wage rate, whichever is greatest. Currently the state rate exceeds the federal rate. The minimum wage is adjusted annually, effective January 1.</p> <p>N.J. Admin. Code § 12:56-3.1; N.J. Stat. Ann. § 34:11-56a4.</p> <p><i>Updated 10/04/2016</i></p>			
New Mexico	<p>1½ times regular rate for all hours over 40 in a week.</p> <p>N.M. Stat. Ann. § 50-4-22.</p>	<p>\$7.50/hr.</p> <p>N.M. Stat. Ann. § 50-4-22.</p>			
New York	<p>1½ times regular rate for all hours over 40 in a week.</p> <p>N.Y. Comp. Codes R. &amp; Regs. tit. 12, § 142-2.2.</p>	<b>Date</b>	<b>New York City (11 or More Employees)</b>	<b>New York City (10 or Fewer Employees)</b>	<b>New York City (Fast Food Worker)</b>
		Currently	\$9.00	\$9.00	\$10.50

Jurisdiction	Overtime Pay Requirements	Minimum Wage Rate			
		December 31, 2016	\$11.00	\$10.50	\$12.00
		December 31, 2017	\$13.00	\$12.00	\$13.50
		December 31, 2018	\$15.00	\$13.50	\$15.00
		December 31, 2019	\$15.00	\$15.00	\$15.00
		December 31, 2020	\$15.00	\$15.00	\$15.00
		<b>July 1, 2021</b>	\$15.00	\$15.00	\$15.00
		December 31, 2021	\$15.00	\$15.00	\$15.00
		<b>Date</b>	<b>Fast Food Worker ( Outside New York City)</b>	<b>Nassau, Suffolk &amp; Westchester Counties</b>	<b>Remainder of State</b>
		Currently	\$9.75	\$9.00	\$9.00
		December 31, 2016	\$10.75	\$10.00	\$9.70
		December 31, 2017	\$11.75	\$11.00	\$10.40
		December 31, 2018	\$12.75	\$12.00	\$11.10
		December 31, 2019	\$13.75	\$13.00	\$11.80

Jurisdiction	Overtime Pay Requirements	Minimum Wage Rate			
		December 31, 2020	\$14.50	\$14.00	\$12.50
		<b>July 1, 2021</b>	<b>\$15.00</b>	\$14.00	\$12.50
		December 31, 2021	\$15.00	\$15.00	TBD*
		<p>Notes</p> <ul style="list-style-type: none"> <li>** For “Remainder of the State” minimum wage, beginning December 31, 2021, and each December 31 after, the “Remainder of State” minimum wage will be annually adjusted (to the nearest 5 cents) until it reaches \$15.00 per hour..</li> <li>For information concerning coverage under the fast food worker minimum wage, see the GPS survey <a href="#">Minimum Wage at the Local Level</a>.</li> </ul> <p>N.Y. Lab. Law § 652; N.Y. Comp. Codes R. &amp; Regs. tit. 12, §§ 146-1.2, 146-1.3.</p> <p><i>Updated 04/06/2016</i></p>			
North Carolina	<p>1½ times regular rate for all hours over 40 in a week.</p> <p>N.C. Gen. Stat. § 95-25.4.</p> <p><b>Note:</b> Overtime requirements (subject to certain exceptions) do not apply to employees in an enterprise covered by the FLSA. N.C. Gen. Stat. § 95-25.14.</p>	<p>\$7.25/hr.</p> <p>State law requires payment of at least the federal minimum wage.</p> <p>N.C. Gen. Stat. § 95-25.3.</p> <p><b>Note:</b> State minimum wage requirements do not apply to employees in an enterprise covered by the FLSA. N.C. Gen. Stat. § 95-25.14.</p>			
North Dakota	<p>1½ times regular rate for all hours over 40 in a week.</p> <p>N.D. Cent. Code § 34-06.</p>	<p>\$7.25/hr.</p> <p>N.D. Cent. Code § 34-06-22.</p>			

Jurisdiction	Overtime Pay Requirements	Minimum Wage Rate			
Ohio	<p>1½ times regular rate for all hours over 40 in a week.</p> <p>Ohio Rev. Code Ann. § 4111.03.</p>	<p>\$8.10/hr. <b>(\$8.15/hr on January 1, 2017)</b></p> <p>The minimum wage applies to employees of businesses with annual gross receipts of more than \$297,000 per year <b>(\$299,000 per year in 2017)</b></p> <p>The minimum wage is adjusted every January 1st based on the increase in the cost of living.</p> <p>Ohio Const. art. II, § 34a.</p> <p><i>Updated 01/04/2016</i></p>			
Oklahoma	<p>1½ times regular rate for all hours over 40 in a week.</p> <p><b>Note:</b> Oklahoma has no overtime provision. FLSA-covered employers must pay employees overtime according to federal standards.</p>	<p>\$7.25/hr.</p> <p>State law requires payment of at least the federal minimum wage.</p> <p>Okla. Stat. tit. 40, §197.2.</p> <p><b>Notes</b></p> <ul style="list-style-type: none"> <li>The minimum wage law applies to employers: 1) with more than 10 full-time employees or equivalent at any one location or place of business; or 2) with less than 10 full-time employees or equivalent at any one location or place of business and gross business of more than \$100,000 annually. Okla. Stat. tit. 40, § 197.4.</li> <li>Minimum wage requirements do not apply to employers that are covered by the FLSA. Okla. Stat. tit. 40, § 197.4.</li> </ul>			
Oregon	<p>1½ times regular rate for all hours over 40 in one week.</p> <p>Special rules apply to private employees in hospitals, canneries and manufacturing establishments.</p> <p>Or. Rev. Stat. §§ 652.020, 653.261; Oregon Bureau of Labor and Industries, <a href="#">Overtime: Questions &amp; Answers</a>.</p>	<p><b>Date</b></p>	<p><b>Minimum Wage (General)</b></p>	<p><b>Minimum Wage (Urban)</b></p>	<p><b>Minimum Wage (Nonurban)</b></p>
		Currently	\$9.75	\$9.75	\$9.50
		July 1, 2017	\$10.25	\$11.25	\$10.00
		July 1, 2018	\$10.75	\$12.00	\$10.50

Jurisdiction	Overtime Pay Requirements	Minimum Wage Rate			
		July 1, 2019	\$11.25	\$12.50	\$11.00
		July 1, 2020	\$12.00	\$13.25	\$11.50
		July 1, 2021	\$12.75	\$14.00	\$12.00
		July 1, 2022	\$13.50	\$14.75	\$12.50
		July 1, 2023	TBD	TBD (General + \$1.25)	TBD (General - \$1.00)
		<p>Notes</p> <ul style="list-style-type: none"> <li>• Oregon has constructed a three-tiered minimum wage system. The first rate applies generally. The “Urban” rate applies to employer located within the urban growth boundary of a metropolitan service district organized under state law ( <i>i.e.</i>, Portland area; see <a href="#">coverage map</a> ). The “Nonurban” rate applies to employers located within a nonurban county. Nonurban Counties: Baker; Coos; Crook; Curry; Douglas; Gilliam; Grant; Harney; Jefferson; Klamath; Lake; Malheur; Morrow; Sherman; Umatilla; Union; Wallowa; or Wheeler.</li> <li>• After June 30, 2023, beginning on July 1 of each year, the rates will be adjusted annually for inflation. No later than April 30 of each year, beginning in 2023, the state labor department must calculate an adjusted minimum wage rate based on the increase, if any, in the consumer price index (March-March). The adjusted rate must be rounded to the nearest 5 cents. When the minimum wage rate is determined on an annual basis, the “Urban” rate must be no less than \$1.25 per hour more than the “General” rate, and the “Non-Urban” rate must be no less than \$1 per hour less than the “General” rate.</li> </ul> <p>Or. Rev. Stat. § 653.025; SB 1532, § 2 (To be codified).</p> <p><i>Updated 07/01/2016</i></p>			

Jurisdiction	Overtime Pay Requirements	Minimum Wage Rate
Pennsylvania	<p>1½ times regular rate for all hours over 40 in a week.</p> <p>43 Pa. Stat. Ann. § 333.104; 34 Pa. Code § 231.41.</p> <p><b>Healthcare Employers:</b> Employers may pay employees overtime at 1½ times their regular rate for hours worked over 8 in a day and over 80 in a 14-day period in accordance with 29 U.S.C. § 207(j) provided that:</p> <ul style="list-style-type: none"> <li>• employees are given advance notice of this overtime provision; and</li> <li>• employers negotiate with unions prior to any change to overtime calculations for represented employees.</li> </ul> <p>43 Pa. Stat. Ann. § 333.104.</p>	<p>\$7.25/hr.</p> <p>State law requires payment of federal or state minimum wage rate, whichever is greater. Currently the federal rate exceeds the state rate, \$7.15, so the federal rate applies.</p> <p>43 Pa. Stat. Ann. § 333.104.</p>
Rhode Island	<p>1½ times regular rate for all hours over 40.</p> <p>Overtime must be paid for work on Sundays and holidays and work on those days must be voluntary.</p> <p>R.I. Gen. Laws § 28-12-4.1.</p> <p><b>Retail Employers:</b> Licensed retail employers must pay employees at the rate of 1½ times their regular rate for all hours worked on Sundays or holidays. However, Sunday and holiday hours paid at 1½ times the regular rate are not included in calculating overtime pay.</p> <p>R.I. Gen. Laws § 28-12-4.1.</p>	<p>\$9.60/hr.</p> <p>R.I. Gen. Laws § 28-12-3.</p> <p><i>Updated 01/04/2016</i></p>
South Carolina	<p>1½ times regular rate for all hours over 40 in a week.</p> <p><b>Note:</b> South Carolina has no overtime provision. FLSA-covered employers must pay employees overtime according to federal standards.</p>	<p>\$7.25/hr.</p> <p><b>Note:</b> South Carolina has no minimum wage provision. The above rate is the federal minimum wage.</p>
South Dakota	<p>1½ times regular rate for all hours over 40 in a week.</p>	<p>\$8.55/hr. (<b>\$8.65/hr effective January 1, 2017</b>)</p>

Jurisdiction	Overtime Pay Requirements	Minimum Wage Rate
	<p><b>Note:</b> South Dakota has no overtime provision. FLSA-covered employers must pay employees overtime according to federal standards.</p>	<p>The minimum wage is adjusted annually on January 1st, but in no case can it be decreased.</p> <p>S.D. Codified Laws § 60-11-3.</p> <p><i>Updated 10/19/2016</i></p>
Tennessee	<p>1½ times regular rate for all hours over 40 in a week.</p> <p><b>Note:</b> Tennessee has no overtime provision. FLSA-covered employers must pay employees overtime according to federal standards.</p>	<p>\$7.25/hr.</p> <p><b>Note:</b> Tennessee has no minimum wage provision. The above rate is the federal minimum wage.</p>
Texas	<p>1½ times regular rate for all hours over 40 in a week.</p> <p><b>Note:</b> Texas has no overtime provision. FLSA-covered employers must pay employees overtime according to federal standards.</p>	<p>\$7.25/hr.</p> <p>State law requires payment of the federal minimum wage.</p> <p>Tex. Lab. Code Ann. §§ 62.051, 62.151.</p> <p><b>Note:</b> Minimum wage requirements do not apply to a person covered by the FLSA. Tex. Lab. Code Ann. § 62.151.</p>
Utah	<p>1½ times regular rate for all hours over 40 in a week.</p> <p><b>Note:</b> Utah has no overtime provision for private sector employers. FLSA-covered employers must pay employees overtime according to federal standards.</p>	<p>\$7.25/hr.</p> <p>Utah Admin. Code r. 610-1-3.</p> <p><b>Note:</b> Minimum wage requirements do not apply to employees entitled to FLSA minimum wage. Utah Code Ann. § 34-40-104.</p>
Vermont	<p>1½ times regular rate for all hours over 40 in a week.</p> <p>Vt. Stat. Ann. tit. 21, § 384.</p> <p><b>Note:</b> The overtime law applies to employers employing 2 employees or more. Vt. Stat. Ann. tit. 21, § 384; 24-090-003 Vt. Code R. § II.</p>	<p>\$9.60/hr.</p> <p>Vt. Stat. Ann. tit. 21, § 384.</p> <p><b>Notes</b></p> <ul style="list-style-type: none"> <li>• Future increases are scheduled:                             <ul style="list-style-type: none"> <li>• January 1, 2017 (\$10.00);</li> <li>• January 1, 2018 (\$10.50).</li> <li>• Beginning January 1, 2019, and on each subsequent January 1, the minimum wage rate will be increased by</li> </ul> </li> </ul>



Jurisdiction	Overtime Pay Requirements	Minimum Wage Rate											
		<p>5% or the percentage increase of the Consumer Price Index, CPI-U, U.S. city average, not seasonally adjusted, or successor index, as calculated by the U.S. Department of Labor or successor agency for the 12 months preceding the previous September 1, whichever is smaller, but in no event shall the minimum wage be decreased. The minimum wage shall be rounded off to the nearest \$0.01.</p> <ul style="list-style-type: none"> <li>The minimum wage law applies to employers employing 2 employees or more. Vt. Stat. Ann. tit. 21, § 384; 24-090-003 Vt. Code R. § II.</li> </ul> <p><i>Updated 01/04/2016</i></p>											
Virginia	<p>1½ times regular rate for all hours over 40 in a week.</p> <p><b>Note:</b> Virginia has no overtime provision. FLSA-covered employers must pay employees overtime according to federal standards.</p>	<p>\$7.25/hr.</p> <p>State law requires payment of at least the federal minimum wage.</p> <p>Va. Code Ann. § 40.1-28.10.</p> <p><b>Notes</b></p> <ul style="list-style-type: none"> <li>The minimum wage law does not apply to a person employed by an employer who does not have 4 or more persons employed at any one time. Va. Code Ann. § 40.1-28.9.</li> <li>Minimum wage requirements do not apply to a person whose employment is covered by the FLSA. Va. Code Ann. § 40.1-28.9.</li> </ul>											
Washington	<p>1½ times regular rate for all hours over 40 in a week.</p> <p>Wash. Rev. Code § 49.46.130.</p>	<table border="1"> <thead> <tr> <th data-bbox="1152 1164 1572 1211">Date</th> <th data-bbox="1572 1164 1992 1211">Rate</th> </tr> </thead> <tbody> <tr> <td data-bbox="1152 1211 1572 1263">Currently</td> <td data-bbox="1572 1211 1992 1263">\$9.47</td> </tr> <tr> <td data-bbox="1152 1263 1572 1315">January 1, 2017</td> <td data-bbox="1572 1263 1992 1315">\$11.00</td> </tr> <tr> <td data-bbox="1152 1315 1572 1367">January 1, 2018</td> <td data-bbox="1572 1315 1992 1367">\$11.50</td> </tr> <tr> <td data-bbox="1152 1367 1572 1416">January 1, 2019</td> <td data-bbox="1572 1367 1992 1416">\$12.00</td> </tr> </tbody> </table>		Date	Rate	Currently	\$9.47	January 1, 2017	\$11.00	January 1, 2018	\$11.50	January 1, 2019	\$12.00
Date	Rate												
Currently	\$9.47												
January 1, 2017	\$11.00												
January 1, 2018	\$11.50												
January 1, 2019	\$12.00												

Jurisdiction	Overtime Pay Requirements	Minimum Wage Rate	
		January 1, 2020	\$13.50
		January 1, 2021	TBD
		<p>Beginning January 1, 2021, and each January after, the minimum wage is adjusted based on the increase in the cost of living, rounded to the nearest cent.</p> <p>Wash. Rev Code § 49.46.020.</p> <p>Note: The summary represents the law as amended by Measure 1433.</p> <p><i>Updated 11/09/2016</i></p>	
West Virginia	<p>1½ times regular rate for all hours over 40 in a week. W. Va. Code § 21-5C-3.</p> <p><b>Notes</b></p> <ul style="list-style-type: none"> <li>The overtime law applies to employers who employ, during any calendar week, 6 or more employees in any one separate, distinct and permanent location or business establishment. W. Va. Code § 21-5C-1</li> <li>Overtime requirements do not apply to an employer if 80% of its employees are covered by the FLSA. W. Va. Code § 21-5C-1; W. Va. Code R. §§ 42-8-2.2, 42-8-6.</li> </ul>	<p>\$8.75/hr. W. Va. Code § 21-5C-2.</p> <p><b>Note:</b> The minimum wage law applies to employers who employ, during any calendar week, 6 or more employees in any one separate, distinct and permanent location or business establishment. W. Va. Code § 21-5C-1</p> <p><i>Updated 01/04/2016</i></p>	
Wisconsin	<p>1½ times regular rate for all hours over 40 in a week.</p> <p>Wis. Admin. Code DWD § 274.03.</p>	<p>\$7.25/hr.</p> <p>Wis. Stat. § 104.035; Wis. Admin. Code DWD § 272.03.</p>	
Wyoming	<p>1½ times regular rate for all hours over 40 in a week.</p> <p><b>Note:</b> Wyoming has no overtime provision, except for state and county employers, and employers subject to public work contracts. FLSA-covered employers must pay employees overtime according to federal standards. Wyo. Stat. Ann. § 27-5-101.</p>	<p>\$7.25/hr.</p> <p><b>Note:</b> If covered by the FLSA, employers must pay non-exempt employees at least the federal minimum wage, \$7.25 per hour. However, if not covered by the FLSA, employers may pay non-exempt employees the state minimum wage, \$5.15 per hour.</p>	

Jurisdiction	Overtime Pay Requirements	Minimum Wage Rate
		Wyo. Stat. Ann. § 27-4-202.

<sup>1</sup> See Fla. Stat. §§ 110.219 (Government employees), 448.01 (Manual laborers).

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