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MUST BE POSTED IN A CONSPICUOUS PLACE IN EVERY  
PENNSYLVANIA BUSINESS GOVERNED BY THE MINIMUM WAGE ACT

**Rate**

**\$7.25 per hour  
Effective  
July 24, 2009**

(Except as Described)

**Rate**

Workers shall be paid  
1½ times their regular rate  
of pay after 40 hours worked  
in a workweek

(Except as Described)

The Pennsylvania Minimum Wage Act establishes a fixed Minimum Wage and Overtime Rate for employees. It also sets forth compliance-related duties for the Department of Labor & Industry and for employers. In addition, the Minimum Wage Act provides penalties for noncompliance. This summary is for general information only and is not an official position formally adopted by the Department of Labor & Industry.

#### **TIPPED EMPLOYEES:**

An employer may pay a minimum of \$2.83 per hour to an employee who makes \$135.00 per month in tips. The employer must make up the difference if the tips and \$2.83 do not meet the regular Pennsylvania minimum wage.

#### **KEEPING RECORDS:**

Every employer must maintain accurate records of each employee's earnings and hours worked, and provide access to Labor & Industry.

#### **PENALTIES:**

Failure to pay the legal minimum wage or other violations may result in payment of back wages and other civil or criminal action where warranted.

#### **EXEMPTIONS:**

Overtime applies to certain employment classifications. (see pages 2 and 3)

#### **SPECIAL ALLOWANCES FOR:**

Students, learners and people with disabilities, upon application only.



## from Minimum Wage Rates

- Learners and students (bona fide high school or college), after obtaining a Special Certificate from the Bureau of Labor Law Compliance, (651 Boas Street, Room 1301, Harrisburg, PA 17121-0750) may be paid 85% of the minimum wage as follows:

## from Overtime Rates

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