

## Minimum Wage Rate

July 24, 2009

(Except as Described)

## Overtime Rate

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

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The Pennsylvania Minimum Wage Act's Minimum Wage Effective

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### TIPPED EMPLOYEES:

An employer may pay a minimum of \$2.83 per hour to an employee who makes \$30.00 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.



## **EXCEPTIONS** 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:

Learners: 40 hours a week. Maximum eight weeks

Students: Up to 20 hours a week. Up to 40 hours a week during school vacation periods

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## **EXEMPTIONS** from Overtime Rates

**MORE INFORMATION IS AVAILABLE ONLINE**

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