



## **Legal Alert: Reminder - Florida Minimum Wage Rate Increased to \$6.79 Per Hour January 1, 2008**

1/3/2008

As we have previously reported, employers operating in Florida should be aware that the state's minimum wage rate increased from \$6.67 per hour to \$6.79 per hour, effective January 1, 2008. The new wage rate for tipped employees (whose employers use the tip credit as permitted by the federal Fair Labor Standards Act) is \$3.02 per hour, again effective January 1, 2008. This increase is in accordance with Article X, Section 24, Constitution of the State of Florida, which requires the state Agency for Workforce Innovation to adjust the Florida minimum wage rate annually in accordance with the federal consumer price index.

The state minimum wage applies to all employees in the state who are covered by the federal minimum wage. The Florida minimum wage rate is higher than the current federal minimum wage rate of \$5.85 per hour. Although the federal minimum wage rate will increase to \$6.55 per hour on July 24, 2008, that increase will not affect employers covered by the Florida minimum wage law because they are required to pay the higher of the state or federal minimum wage rate.

Florida employers who are required to pay the Florida minimum wage are also required to post a minimum wage notice in a conspicuous and accessible place in each establishment where employees work. This poster requirement is in addition to the federal requirement to post a notice of the federal minimum wage. Florida's minimum wage poster can be downloaded from the Agency for Workforce Innovation's website at:

[http://www.floridajobs.org/resources/fl\\_min\\_wage.html](http://www.floridajobs.org/resources/fl_min_wage.html). The federal poster can be downloaded from the U.S. Department of Labor website at:  
<http://www.dol.gov/esa/regs/compliance/posters/flsa.htm>.

If you have any questions regarding the Florida minimum wage law or other labor or employment related issues, please contact the Ford & Harrison attorney with whom you usually work.