

## Employment Edge - Special Alert: New Federal Minimum Wage; Employers Must Post New Poster

July 9, 2007

On May 25, 2007, President Bush signed into law legislation that will raise the federal minimum wage from \$5.15 per hour to \$7.25 per hour. The new law raises the federal minimum wage in 3 stages. Starting on July 24, 2007, the new federal minimum wage will be \$5.85 per hour; starting on July 24, 2008, the federal minimum wage will be \$6.55 per hour; and finally, on July 24, 2009, the federal minimum wage will be to \$7.25 per hour.

Employers that are subject to the Fair Labor Standards Act's minimum wage requirements will need to post a new poster setting forth the new minimum wages. A copy of a poster approved by the Department of Labor is available on the Department of Labor's website. Employers must post the poster in a conspicuous place in all of their establishments.

Minnesota employers are also subject to the state's minimum wage laws. When state law provides a minimum wage that is higher than the federal minimum wage, employers must pay the higher wage. Under Minnesota law, Minnesota employers that have annual sales of at least \$625,000.00 or that do more than \$625,000.00 in business must pay a minimum wage of \$6.15 per hour. For employers with sales or business of less than \$625,000.00, the Minnesota minimum wage is \$5.25 per hour. A copy of the required poster regarding Minnesota's minimum wage is available on the Minnesota Department of Labor and Industry's website.

If you have any questions regarding the Fair Labor Standards Act or required employment law postings, please contact Mark Mathison or another member of the Gray Plant Mooty Employment and Labor Law Practice Group.

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