

FEDERAL MINIMUM WAGE

The U.S. Department of Labor administers the minimum wage and overtime provisions of the federal Fair Labor Standards Act (FLSA).

Information about the federal minimum wage is available from the U.S. Department of Labor by visiting the following website <http://www.dol.gov/esa/whd/flsa/> or by calling the U.S. Department of Labor, Wage and Hour Division Indianapolis Division office at (317) 226-6801.

INDIANA STATE MINIMUM WAGE

The Indiana Department of Labor administers the minimum wage and overtime provisions of the Indiana Minimum Wage Law. The Indiana Department of Labor may be contacted by telephone at (317) 232-2655.

The Indiana Minimum Wage Law generally requires employers to pay employees at least the minimum wage for all hours worked and to pay employees 1 ½ times their regular rate of pay (“Overtime compensation”) when employees work more than forty (40) hours during a work week. However, there are many exceptions to the overtime pay requirement. Most of those exceptions can be found at Indiana Code § 22-2-2-3 (a) – (p).

Indiana law requires every employer subject to the Indiana Minimum Wage Law to furnish each employee a statement of the hours worked by the employee, the wages paid to the employee, and a listing of the deductions made. The Indiana Minimum Wage Law also prohibits pay discrimination on the basis of sex.

Tipped Employees

Generally, employers must pay tipped employees at least \$2.13 per hour if the employer claims a tip credit. If the employee’s tips combined with the hourly wage do not equal the minimum wage, the employer must make up the difference.

Training Wage

Indiana employers may pay \$4.25 per hour to employees under 20 years of age for the first 90 consecutive calendar days after the employee is initially employed by the employer.

Violations

Indiana law provides for both civil and criminal penalties for violation of the Indiana Minimum Wage Law.

For Additional Information

For additional information, please contact the Indiana Department of Labor’s Wage and Hour Division by email at wagehour@dol.in.gov or phone (317) 232-2655.

The Indiana State Minimum Wage poster is available at the following website link:

http://www.in.gov/dol/files/Indiana_2009_Minimum_Wage.pdf