

POST CONSPICUOUSLY WHERE EMPLOYEES MAY READ

YOUR RIGHTS UNDER INDIANA'S MINIMUM WAGE ACT

Indiana's Minimum Wage

(Applies to small employers that are not covered by the federal Fair Labor Standards Act)

\$7.25 per hour effective July 24, 2009

Training Wage—Employees under 20 years of age may be paid \$4.25 per hour during their first 90 consecutive days of employment with an employer.

Exemptions—Certain persons may be paid less than the minimum wage as provided by Indiana Code 22-2-2-3 subsections (a) through (p) (Attached to this posting).

Tip Credit—Employers of “Tipped Employees” must pay cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee’s tips combined with the employer’s cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference. Certain other conditions may apply.

Overtime Pay

Under Indiana law, employers who are exempt from the federal Fair Labor Standards Act must pay at least 1^{1/2} times the regular rate of pay for all hours worked over 40 in a work week. Tipped employees must receive at least \$10.88 an hour for all hours worked over 40 in a work week. Certain other conditions may apply.

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

Indiana Department of Labor
Wage and Hour Division
402 West Washington Street, Room W195
Indianapolis, Indiana 46204
www.in.gov/dol/wagehour.htm

Mitchell E. Daniels, Jr., *Governor*
Lori A. Torres, *Commissioner*

