1. Print page 2 and cut along borders.

2. Paste this information to the All-in-One Poster so it is covering the following sections:

   **Arizona Minimum Wage Act** – Effective January 1, 2016 - $8.05 per hour

   **Fair Labor Standards Act** – Changes to Child Labor, Nursing Mothers, Enforcement and Additional Information sections
ARIZONA MINIMUM WAGE ACT
Effective January 1, 2016 | $8.05 per hour

EXEMPTIONS: The Arizona Minimum Wage Act does not apply to the following: Any person who is employed by a parent or a sibling; any person who is employed performing babysitting services in the employer’s home on a casual basis; Any person employed by the State of Arizona or the United States government; Any person who is employed in a small business grossing less than $500,000 in annual revenue, if that small business is not covered by the Federal Fair Labor Standards Act.

TIPS: For any employee who customarily and regularly receives tips or gratuities, an employer may pay a wage up to $3.00 per hour less than the minimum wage if the employer can establish by its records that for each week, when adding tips received to wages paid, the employee received not less than the minimum wage for all hours worked. Certain other conditions must be met.

RETALIATION PROHIBITED: An employer is prohibited from taking any action against any person in retaliation for asserting a right(s) or assisting any person in doing so, or informing any person of rights under the Arizona Minimum Wage Act.

ENFORCEMENT: Any person or organization may file a complaint with the Industrial Commission’s Labor Department alleging that an employer has violated the Arizona Minimum Wage Act. Certain time limits apply. A civil action may also be filed as provided in the Act. Violations of the Minimum Wage Act may result in significant penalties.

INFORMATION: For additional information regarding the Arizona Minimum Wage Act you may refer to the Industrial Commission’s website at www.azica.gov or you may contact the Industrial Commission’s Labor Department at 800 W. Washington, Phoenix, Arizona 85007-2022 or by telephone at (602) 542-4515.

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EMPLOYEE RIGHTS
UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE

$7.25 PER HOUR
BEGINNING JULY 24, 2008

The law requires employers to display this poster where employees can readily see it.

OVERTIME PAY

At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR

An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youth aged 14 to 15 may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hour restrictions. Different rules apply in agricultural employment.

TIP CREDIT

Employers of “tipped employees” who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least $2.13 per hour if they claim a tip credit against their minimum wage obligations. If an employee’s tips combined with the employee’s cash wage of at least $5.15 per hour do not equal the minimum hourly wage, the employer must make up the difference.

NURSING MOTHERS

The FLSA requires employers to provide reasonable break time for a nursing mother employee who is subject to the FLSA’s overtime requirements in order for the employee to express breast milk for her nursing child for one year after the child’s birth. Employers are also required to provide a private, other than a bathroom, space that is shielded from view and free from interruption from coworkers and the public, which may be used by the employee to express breast milk.

ENFORCEMENT

The Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage violations, and other violations. Employers may be assessed civil money penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA’s child labor provisions. In addition, employers who violate the FLSA may be assessed additional civil money penalties for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when the violations are determined to be willful or repeated.

ADDITIONAL INFORMATION

Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. Special rules apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico. Some state laws provide greater employee protections; employers must comply with both. Some employers incorrectly classify workers as “independent contractors” if they are actually employed under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA’s minimum wage and overtime pay protections and correctly classified independent contractors are not.

Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.

WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

1-866-407-9243
TTY: 1-877-889-5627
www.dol.gov/whd