



NATIONAL NETWORK. LOCAL KNOWLEDGE.

STATE-BY-STATE WAGE AND HOUR LAW SUMMARY

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ABOUT THE WAGE & HOUR DEFENSE INSTITUTE

The **Wage & Hour Defense Institute (WHDI)** of the **Litigation Counsel of America** is comprised of highly talented and experienced wage and hour defense attorneys from across the United States.

Wage and hour litigation, and in particular class and collective actions brought under the Fair Labor Standards Act (FLSA) and companion state laws, has increased significantly in recent years. With increased frequency, litigation has been brought challenging an employee's status as exempt from the FLSA's requirements to pay overtime and minimum wage. Jury verdicts and settlements have fueled the trend, as employees have recovered large amounts of money – often millions of dollars – based on allegations that employers misclassified them as exempt from the FLSA's overtime and minimum wage requirements. Moreover, in recent years, there has been increased litigation by employees claiming that they were forced to work “off the clock” and to miss meal and rest breaks, engage in pre-shift or post-shift work, or even work at home without proper compensation. Employees whose pay includes tips or commissions bring a special set of problems as well. As employees often attempt to band together in class and collective actions, the exposure in these cases can be extremely significant.

The new wave of wage and hour litigation also has seen an increase in lawsuits brought alleging misclassification as independent contractors, a complex issue given to the interwoven state and federal employment and tax laws. Here too, misclassification could result in class actions with individuals seeking unpaid wages, overtime, and benefits.

The WHDI serves as a nationwide network and meeting ground for top-tier practitioners to engage in professional development in what has become a highly nuanced area of the law, and also to become an established resource for employers on wage and hour matters. Each member was selected for membership in the WHDI based on his or her individual skills and experience representing management in the defense of wage and hour litigation. WHDI members also actively counsel employers on classification determinations and payroll practices so as to proactively avoid litigation, using tools such as “audits” to examine an employees' classification as exempt or non-exempt or whether certain activities are compensable or non-compensable and whether overtime has been properly calculated.

The WHDI holds periodic conferences, meetings, and colloquia for purposes of advancing defense techniques, methods and approaches, and broadening its members' role and influence in wage and hour law and policy.

The WHDI is a part of the Litigation Counsel of America, and all WHDI Members are Fellows of the LCA. For more information about the Litigation Counsel of America, go to www.litcounsel.org.

For more information regarding the WHDI Members, News and Publications, and its Blog, go to www.wagehourdefense.org.

WHDI STATE-BY-STATE WAGE HOUR LAW SUMMARY

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Alabama	Follows current federal rules			Yes	
Alaska	Follows current federal rules; and state-specific list of occupations qualifying for exempt-status ¹ (A.S. § 23.10.060(d); A.S. § 23.10.095)	Over 8 hrs./day, though there can be a voluntary written agreement for 4-10 hr. day plans, which must be approved by the DOL unless part of CBA; or over 40 hours per week (A.S. § 23.10.060) No tip credit permitted (A.S. § 23.10.065)	\$9.84 (A.S. § 23.10.065) (Beginning Jan. 2017, hourly minimum wage shall be adjusted annually for inflation per Consumer Price Index; must remain at least \$1 above fed. min. wage)	No	None for employees age 18+
Arizona	Except for certain public employees follows current federal rules. (A.R.S. § 23-391, 392)	\$7.50 for tipped employees (i.e., up to \$3.00 less than the minimum wage); If employees' tips plus direct wages do not equal \$10.50, employer must cover difference. Compliance with this provision will be determined typically by averaging tips received by the employee over the course of the employer's payroll period. (A.R.S. § 23-363(c))	\$10.50 (yearly \$0.50 incremental increases will bring wage to \$12.00 in 2020) (A.R.S. § 23-363)	No law prohibits its use. May not be applied retroactively only proactively with employee knowledge <i>Blotzer v. L-3 Communications Corp.</i> 2012 WL 6086931 (D. Ariz. 2012)	None

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Arkansas ³⁴	Follows federal rules as they existed on March 1, 2006 <i>(A.C.A. §§ 11-4-203(3); 11-4-211)</i>	\$2.63 for tipped employees ³³ <i>(A.C.A. § 11-4-212)</i>	\$8.50 ²¹ <i>(A.C.A. § 11-4-210, as amended by 2014 Issue No. 5)</i>	Yes	
California	Applies special state tests ² <i>(See e.g., IWC Order No. 2-2001(1)(A)-(E))</i>	1.5x after 8 hrs. and for 1st 8 hrs. on 7th day; 2x over 12 hrs. and over 8 hrs. on 7th day <i>(Cal. Lab. Code §§ 510, 513)</i> No tip credit permitted <i>(Cal. Lab. Code § 1182.13)</i>	\$11.00 for employers with 26+ employees (yearly increases until 2022); \$10.50 for smaller employers <i>(Cal. Lab. Code § 1182.12)</i> <i>(See Cal. Lab. Code § 226.2 for rules regarding piece-rate-paid employees, recordkeeping, and pay stub requirements)</i>	No	10 min. rest for every 4 hrs. or significant portion thereof, near middle; 30 min. meal > 5 hrs., by end of 5th hr.; 2 nd meal for shifts > 10 hrs. by end of 10 th hr. unless properly waived ²⁸
Colorado ³⁴	Applies special state tests ³ <i>(7 C.C.R. § 1103-1(4)-(6))</i>	Over 12/workday or over 12 consecutive ³² <i>(7 CCR § 1103-1(4))</i> \$7.18 for tipped employees (adj. annually) <i>(Colo. Const. art. XVIII, § 15)</i>	\$10.20 (adj. annually: \$11.10 eff. Jan 2019; \$12.00 eff Jan. 2020) <i>(Colo. Const. art. XVIII, § 15)</i>	Yes <i>(Division of Labor Advisory Bulletin, § 39(I))</i>	10 min. rest/4 hrs.; 30 min. meal after 5 hrs. ²⁹

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Connecticut	Applies old short-test (pre-2004 federal exemption rules) ⁴ (C.S.G. §§ 31-76b, 34-76j)	Holidays and weekends if required by agreement (C.G.S. § 31-76e) Cash wage varies depending on industry/occupation (i.e., \$6.38 cash wage for hotel and restaurant workers; \$8.23 for bartenders) (C.G.S. § 31-60)	\$10.10 (C.G.S. § 31-58(i))	Not resolved	30 min. meal if over 7.5 hrs., but not w/in first and last 2 hrs. of shift
Delaware	Follows current federal rules (19 Del. Code § 901(3))	\$2.23 for tipped employees (19 Del. Code § 902)	\$8.25 (19 Del. C. § 902)	An unsettled question; state law has provided no specific endorsement or rejection	30 min. meal if over 7.5 hrs., but not w/in first and last 2 hrs. of shift (19 Del. C. § 707)
District of Columbia	Follows current federal rules ⁵ (D.C. Code § 32-1004)	\$3.33 min. wage for tipped employees (D.C. Code § 32-1003(f)) \$3.89 eff. 7/1/18; \$4.45 eff. 2019; \$5.00 eff. 7/1/20 (Indexed Annual increases will begin on 7/7/21)	\$12.50 (D.C. Code § 32-1003(a)(5)(A)) \$13.25 eff. 7/1/18; \$14.00 eff. 7/1/19; \$15.00 eff. 7/1/20	Not resolved	

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Florida	Follows current federal rules	Over 10 (for manual laborers) unless a written contract provides otherwise <i>(Fla. Stat. § 448.01(1), (2))</i> \$5.23 for tipped employees <i>(Fla. Const. art. X, § 24(c))</i>	\$8.25 (adj. annually) <i>(Fla. Const. art. 10, § 24; Fla. Stat. § 448.110(3), (4))</i>	Yes	None for non-minors
Georgia	Follows current federal rules			Yes	
Hawaii	Applies old long-test (pre-2004 federal rules) ^{6,7} FLSA covered employees must comply with higher \$455/week salary ⁸ <i>(Haw. Admin. Code. § 12-20-2 - 5)</i> Exemption for “outside collectors” <i>(Haw. Admin. R. 12-20-7)</i>	\$9.35 for tipped employees (who receive more than \$20 a month in tips), based on a max. tip credit of \$0.75, provided tips plus wages are at least \$7.00 more than what would be rec’d via the minimum wage <i>(HRS § 387-2(b))</i>	\$10.10 <i>(HRS § 387-2)</i>	Not resolved	None for employees age 16+
Idaho	Follows current federal rules <i>(Id. Code Ann. § 44-1504)</i>	\$3.35 for tipped employees; Tips plus wages must equal or exceed min. wage <i>(Id. Code Ann. § 44-1502(2))</i>		Not resolved	

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Illinois	Follows current federal rules <i>(820 ILCS 105/4a)</i> ^{5, 8, 9}	\$4.95 for tipped employees (i.e., tip credit up to 40% of state minimum wage) (\$6.10 in Chicago but increases with CPI beginning in July 2018) <i>(820 ILCS 105/4(c))</i>	\$8.25 <i>(820 ILCS 105/4)</i> \$11.00 in Chicago. Increases to \$12.00 eff. 7/1/18; and \$13.00 eff. 7/1/19	Yes <i>(56 Ill. Adm. Code 210.430(f))</i>	20 min. meal break required beginning no later than 5 hrs. after start of work period, if work period is at least 7.5 continuous hours or longer <i>(820 ILCS 140/3)</i>
Indiana	Follows current federal rules <i>(I.C. § 22-2-2-3(n))</i>	Various exceptions for statutorily prescribed wage and hour terms that can be included in CBAs or employment contracts <i>(I.C. § 22-2-2-4(m)-(w))</i> Tip credit same as federal law <i>(I.C. § 22-2-2-4(c))</i>		Not resolved	
Iowa ³⁴	Follows current federal rules <i>(Iowa Admin. Code r. 875-215.4)</i>	\$4.35 for tipped employees ³³ <i>(Iowa Admin. Code r. 875-217.50)</i>		Yes	

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Kansas ³⁴	Follows current federal rules (K.S.A. § 44-1204(c))	Over 46 hrs. ³² (K.S.A. 44-1204) Tip credit same as federal law, as long as tips are \$20+/month (K.S.A. 44-1203) (K.A.R. 49-31-5(a))		Yes	
Kentucky	Follows current federal rules (803 KAR § 1:070; KRS §§ 337.275, 337.285; KRS § 337.010)	All hrs. worked on 7 th consecutive day (KRS § 337.050) Tip credit same as federal law (KRS § 337.275(2))	\$7.25 for employees covered by state's min. wage law (KRS § 337.275)	Yes (803 KAR § 1:060(7)(4)(c))	10 min. rest for every 4 hrs.; 30 min. meal break btwn. 3 rd and 5 th hr. (KRS §§ 337.365, 337.355; 803 KAR § 1:065)
Louisiana	Follows current federal rules			Yes	
Maine	Follows current federal rules ^{5, 10 35} (26 M.R.S. § 664(3))	\$6.00 for tipped employees (eff. Jan 1, 2018, cash wage paid to a tipped employee increases by \$1 annually until it reaches \$12)	\$10.00 (26 MRS § 664) (\$11.00 to \$12.00 in \$1.00 Indexed Annual Increases between 1/1/2019 and 1/1/2020)	Not resolved	30 min. rest/6 hrs., except during emergencies

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Maryland	Follows current federal rules <i>(Md. Code. Lab & Empl. § 3-420)</i>	48 hr. workweek applies to employees of bowling alleys and residential care facilities; 60 hr. workweek applies to employees engaged in agriculture and exempt from the OT provisions of the FLSA. Most nurses may not be required to work overtime <i>(Md. Code. Lab & Empl. §§ 3-420.3 through 421)</i> Tip credit of \$3.63 for tipped employees <i>(Md.Code, Lab. & Empl. § 3-419)</i>	\$10.10 <i>(Md. Code, Lab & Empl. § 3-413)</i>	Not resolved	Retail employees must receive break(s) based on shift length ³⁰
Massachusetts	Follows current federal rules ⁵ <i>(M.G.L. ch. 151, § 1A)</i>	The hrs. of an employee of a retail business who performs work on a Sunday or holiday and receives 1.5x regular rate are excluded from OT calculation <i>(M.G.L. ch. 151, § 1A)</i> \$3.75 for tipped employees <i>(M.G.L. ch. 151, § 7)</i>	\$11.00 <i>(M.G.L. ch. 151, § 1, as amended by 2014 Mass. Acts 144)</i> \$8.00 for agricultural workers <i>(M.G.L. ch. 151, § 2A)</i>	Yes	30 min. meal in workday of at least 6 hrs.

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Michigan	Applies old short-test (pre-2004 federal rules) ^{5,11} (MCL § 408.414a(4))	\$3.52 for tipped employees (MCL § 408.414d)	\$9.25 Training wage of \$4.25 permitted for first 90 days (MCL § 408.414)	Yes (<i>Fakouri v. Pizza Hut</i> , 824 F.2d 470 (6th Cir. 1987))	Under 18 must receive 20 min. break after 5 hrs.
Minnesota ³⁴	Applies old short test (pre-2004 federal rules); and special state tests ¹² (MSA 177.23; Minn. R. 5200.0180 et. seq.)	48 hr. workweek. Employees of healthcare facilities may agree in writing to a “workweek” of 14 consecutive days for OT calculation purposes and must be paid OT rate after 8 hrs./day and 80 hrs./14-day period ³³ (Minn. Stat. § 177.25) No tip credit permitted (MSA § 177.24)	\$9.65 for large employers ²² , \$7.87 for small employers (Indexed Annual increases will begin on January 1, 2018 to be determined no later than Aug. 31 of each year beginning 2017) (MSA § 177.24)	Yes	Sufficient time to use restroom within each consecutive 4 hrs.; unpaid meal break for shifts of at least 8 hrs. ³¹ (MSA §§ 177.253, 177.254)
Mississippi	Follows current federal rules			Yes	

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Missouri ³⁴	Follows current federal rules (<i>Mo. Rev. Stat. § 290.505(3)</i>)	52 hr. workweek for seasonal & amusement/recreational employees ³³ (<i>Mo. Rev. Stat. §290.505(2)</i>) \$3.93 for tipped employees (i.e., tip credit up to 50% of minimum wage) (<i>Mo. Rev. Stat. § 290.512; 8 CSR § 30-4.020</i>) but special rules apply to tips given to gaming employees (<i>11 CSR 45-8.130</i>)	\$7.85 (adj. ea. Jan. 1 for COLA) (<i>Mo. Rev. Stat. § 290.502</i>)	Yes (<i>Mo. Rev. Stat. § 290.505(3)</i>)	
Montana	Applies old short test (pre-2004 federal rules) ¹³ (<i>MCA § 39-3-406</i>)	48 hr. workweek for students employed in an amusement/recreational area operating on a seasonal basis; OT requirements not applicable to farm workers (<i>MCA § 39-3-405</i>) No tip credit permitted (<i>MCA § 39-3-402</i>)	\$8.30 for employees otherwise subj. to FLSA or employed by businesses with gross annual sales > \$110,000 (adj. ea. Jan 1) ²³ (<i>MCA § 38-3-404; MCA § 39-3-409</i>)	Yes (<i>Mont. Adm. R. 24.16.2512</i>)	

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Nebraska ³⁴	No state overtime requirements unless "previously agreed to" between employer and employee. <i>(Neb. Rev. Stat. § 48-1229(6))</i>	\$2.13 for tipped employees ³³ <i>(Neb. Rev. Stat. § 48-1203(2))</i>	\$9.00 ²¹ <i>(Neb. Rev. Stat. § 48-1203(1))</i>	Yes, if previously agreed to between employer and employee <i>(Neb. Rev. Stat. 48-1229(6))</i>	30 min. meal, off premises, during normal lunch hr. in each 8-hour shift for certain industries (assembly plant, workshop, mechanical establishment), except where employment is covered by valid collective bargaining or other written agreement <i>(Neb. Rev. Stat. § 48-212)</i>
Nevada	Applies special state tests ¹⁴ <i>(NRS § 608.018(3))</i>	Over 8 hrs./day if employee earns less than 1.5 times minimum wage; employee can agree to work 4-10 hr. days <i>(NRS 608.018)</i> No tip credit permitted <i>(NRS § 608.160)</i>	\$7.25 if employer provides qualifying health benefits; \$8.25 for other employees ²⁴ (adj. annually) <i>(Nev. Const. art. 15, § 16)</i>	Not resolved	10-min break for 3.5 to 7 hrs.; 2 10-min. breaks for 7-11 hrs.; 3 for 11-15 hrs.; 4 for 15-19 hrs.; 30 min. meal/8 hr. shift
New Hampshire	Follows current federal rules and applies state-specific rules <i>(N.H. RSA §§ 279:21, 279:26-a)</i>	Nurses may not be required to work more than 12 hrs./day, unless voluntary written agreement permits OT <i>(RSA §§ 257:67, 257:68)</i> \$3.26 for tipped employees of a restaurant, hotel, motel, inn or cabin or employees of certain ballrooms <i>(N.H. RSA § 279:21; N.H. Admin. Rules. Lab § 802.14)</i>		Not resolved	30 min. meal after 5 hrs. unless allowed to eat while working

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New Jersey	Follows current federal rules with specific state exceptions (primarily excluding government employees); and state specific exemptions (NJAC §§ 12:56-7.1 - 7.3)	No requirement that employee be paid premium OT for hrs. worked in excess of 8 hrs./day, weekends or holidays (NJAC § 12:56-6.4) \$2.13 for tipped hotel and motel employees and tipped food service employees (NJAC § 12:56-13.4, 14.4)	\$8.60 (adj. annually) (NJAC § 12:56-3.1)	Not resolved	
New Mexico ³⁴	Applies special state tests ¹⁵ (NMSA 1978 § 50-4-24) ³²	\$2.13 for tipped employees who regularly receive more than \$30/mo. in tips. (NMSA § 50-4-22(C))	\$7.50 (NMSA § 50-4-22)	No	
New York	Salary threshold for executive and administrative exemptions ¹⁶ : Large Employers (11 + employees) in New York City: \$975.00/week Small Employers (10 or fewer employees) in New York City: \$900.00/week Employers in Nassau, Suffolk, & Westchester Counties: \$825.00/week Employers Outside of New York City, Nassau, Suffolk, & Westchester Counties: \$780.00/week	Maximum hrs. of work/day or week vary depending on the industry and type of employee (NY Labor Law §§ 160-170) Tip credit rules vary depending on the industry and type of employee. Hospitality Industry (12 NYCRR Part 146) Other industries (12 NYCRR Part 142)	\$13.00 for NYC 11+ employees (\$15 by 12/31/18) \$12.00 for NYC < 11 employee (\$13.50 by 12/31/18) \$11.00 for Nassau, Suffolk & Westchester (\$12.00 by 12/31/18) \$10.40 for Rest of NY State (\$11.10 by 12/31/18) *Fast-food* workers as defined by law: \$13.50 for NYC; \$11.75 for rest of state (adj. annually until reaches \$15.00) (NY Labor Law § 652)	Not expressly recognized in NY Labor Law or Wage Orders but authority exists accepting practice	1 hr. meal at normal meal time for factory workers; most other workers – 30 min. if shift is in excess of 6 hrs. and meals are at designated times depending on shift worked (See NYSDOL FAQ w/details)

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North Carolina	Follows current federal rules (<i>N.C. Gen. Stat. § 95-25.14</i>)	45 hr. workweek for seasonal amusement or recreational establishment employees (<i>N.C. Gen. Stat. § 95-25.4</i>) Tip credit same as federal law (<i>N.C. Gen. Stat. §§ 95-25.2; 25.3(f)</i>)		Yes	None for employees age 16+
North Dakota ³⁴	Applies special state tests ¹⁷ (<i>NDAC § 46-02-07-01, et seq.</i>)	\$4.86 for tipped employees ³³ (<i>NDAC § 46-02-07-03</i>) Special overtime rules for taxicab drivers, hospitals and residential care establishments (<i>NDAC § 46-02-07-02(4)</i>)		Not resolved	30 min. meal/ shift greater than 5 hrs. when 2 or more employees on duty (<i>NDAC § 46-02-07-02(5)</i>)

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Ohio	Follows current federal rules <i>(ORC Ann. § 4111.03(3)(d))</i>	\$4.15 for tipped employees (i.e., tip credit up to 50% of minimum wage) <i>(Ohio Const. art. II, § 34a)</i>	\$8.30 (for employers with annual gross receipts > or equal to \$299,000 ²⁵) (adj. annually) \$7.25 (for employers with annual gross receipts < \$305,000) \$7.25 for employees under age 16 (i.e., fed. min. wage) <i>(ORC Ann. § 4111.02; Ohio Cons., art. II, § 34a)</i>	Yes <i>(ORC Ann. § 4111.03(A))</i>	Under age 18 must receive 30 min. break after 5 hrs.
Oklahoma ³⁴	Follows current federal rules <i>(40 O.S. § 197.2)</i>	\$3.63 for tipped employees ³² <i>(40 O.S. § 197.16)</i>		Yes	
Oregon	Applies special state tests ⁶ <i>(ORS § 653.020)</i>	In mills, factories, or mfg., over 10 hrs./day, and not more than 13 hrs./day and other exclusions <i>(ORS § 652.020)</i> No tip credit permitted <i>(ORS § 653.035(3))</i>	\$10.75 (standard) (adj. ea. Jul. 1) <i>(ORS § 653.025)</i>	Yes	10 min. rest/4 hrs. (entitlement kicks in at 2:01 into shift), near middle; 30 min. meal for each 6-8 hr. period, taken between 2nd and 5th hr. for work period of 7 hrs. or less and between 3 rd and 6 th hr. if work period over 7 hrs.

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Pennsylvania	Applies old short test (pre-2004 federal rules) ⁸ <i>(34 Pa. Code § 231.81 to 231.85)</i>	\$2.83 for tipped employees <i>(43 PS § 333.103(d))</i>		Not fully resolved but the Superior Court of Pennsylvania and two W.D. Pa. cases say it's contrary to state law	
Rhode Island	Follows current federal rules ⁵	The hrs. of an employee of a retail business who performs work on a Sunday or holiday and receives 1.5x regular rate are excluded from OT calculation <i>(G.L. 1974 §28-12-4.1)</i> \$3.89 for tipped employees, based on max. tip credit of \$5.71 <i>(G.L. 1956 § 28-12-5)</i>	\$10.10 (increases to \$10.50 eff. 1/1/19) <i>(G.L. 1956 § 28-12-3)</i>	Not resolved	20 min. meal every 6 hrs., or a 30 min. meal every 8 hrs.
South Carolina	Follows current federal rules			Yes	
South Dakota ³⁴	Follows current federal rules	\$4.425 for tipped employee (i.e., minimum cash wage for tipped employee must be at least one-half the minimum wage) <i>(SDCL 60-11-3.1)</i>	\$8.85 (adj. ea. Jan. 1) <i>(SDCL 60-11-3)</i>	Yes	

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Tennessee	Follows current federal rules			Yes	30 min. meal/6hrs. (TCA § 50-2-103)
Texas	Follows current federal rules (Tex. Lab. Code § 62.151)	Tip credit same as federal law (Tex. Lab. Code § 62.052)		Yes	None for employees age 18+
Utah ³⁴	Follows current federal rules	\$2.13 for tipped employees ³² (Utah Code § 34-40-104)		Yes	None for employees age 18+
Vermont	Follows current federal rules ⁵	\$5.25 for tipped employees who customarily receive more than \$120/month in tips in the hotel, motel, tourist and restaurant industries (i.e., minimum cash wage for tipped employees must be at least one-half the minimum wage) (21 V.S.A. § 384)	\$10.50 (adj. ea. Jan. 1) ²⁶ (21 V.S.A. § 384) Specific minimum wage exemptions in certain industries (21 V.S.A. § 382)	Not resolved	Reasonable meal and rest-room breaks required.
Virginia	Follows current federal rules (Va. Code § 40.1-28.9(B))	Employer determines tip credit unless employee shows actual tips are less than minimum wage, unless wages are covered by federal law (Va. Code § 40.1-28.9(D))rab		Not resolved	None for employees age 16+

WHDI STATE-BY-STATE WAGE HOUR LAW SUMMARY

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Washington	Applies versions of both the old short test and old long test (pre-2004 federal rules) ¹⁸ (RCW §§ 49.46.030(2)(a); 49.46.010(5)(c))	Hourly nurses generally can't be required to work OT (RCW §§ 49.28.130 – 49.28.150) No tip credit permitted (WAC § 296-126-022)	\$11.50 \$12.00 (2019) and \$13.50 (2020) (adj. ea. Jan. 1) (RCW 49.46.020) \$9.78 minimum wage for employees age 14 or 15 (adj. each Jan 1) (WAC 296-125-043)	Yes, under Wa. Min. Wage Act, but open question re: use as remedy in misclassification cases	10 min. paid rest/4 hrs. near middle; 30 min. meal for > 5 hr. pd. be-tween 2 nd and 5 th hr.; add'l 30 min. meal if work at least 3 hrs. longer than "normal" work day (WAC § 296-126-092)
West Virginia	Applies special state tests ⁶ (W. Va. C.S.R. § 42-8-8)	Various forms of premium rate compensation are not included in the regular rate as long as premium rate is at least 1.5 times the regular rate. Generally employees cannot be forced to work overtime. (W. Va. Code § 21-5c-3) \$2.62 for tipped employees (W. Va. Code § 21-5c-4)	\$8.75 (W. Va. C.S.R. § 42-8-8, as amended by 2014 W. Va. Acts 124)	Not resolved	20 min. meal/6 hr. shift (20 min break counts as hrs. worked) (W. Va. Code § 21-3-10a)

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Wisconsin	Applies old long test (pre-2004 federal rules) (DWD § 274.04)	\$2.33 for tipped employees (DWD § 272.03(2))		Authority exists that FWW practice is permissible (<i>Kuhnert v. Advanced Laser Machining, Inc.</i> , 794 N.W.2d 805 (Wis. Ct. App. 2011))	Recommended 30 min. break near normal meal time (mandatory for minors), and employee must be completely relieved of duty and able to leave premises if unpaid (DWD § 272.12(2)(c), DWD § 272.12(4)(c), 274.02(2))
Wyoming ³⁴	Follows current federal rules	\$2.13 for tipped employees ³² (WS § 27-4-202(b)) Minimum wage \$5.15 (WS §27-4-202(a))		Not resolved	

General Note: With the various movements across the country to increase the minimum wage, there are numerous local and municipal ordinances that have set minimum wage rates that may differ from both the state and federal laws. All such ordinances may not be reflected in this chart. As a result, independent consideration and investigation should be done to ensure compliance with any such local/municipal ordinances.

¹ Alaska also provides a unique list of approximately 40 occupations that qualify for exempt status.

² For California, the salary must be at least \$3,813.33/month (\$45,760.00/year) and exempt duties must constitute more than 50% of the employee's time. The salary threshold is scheduled to increase on January 1 of each of the next four years as follows: \$49,920 in 2019; \$54,080 in 2020; \$58,240 in 2021; and \$62,400 in 2022). Highly skilled computer employees paid on an hourly basis must be paid at least \$43.58 per hour, or a salary of \$7,565.85 month or \$90,790.07/year. Physicians may be paid on an hourly basis if paid at least \$79.39 per hour. The minimum rates for computer employees and physicians are adjusted each January 1.

³ Colorado has very specialized state tests for exemptions. See <https://www.colorado.gov/pacific/cdle/exemptions>. Employees must satisfy both state and federal test in order to be treated as exempt.

⁴ Connecticut's minimum salary level requirement is \$475.00. Also, the state does not permit exempt employees to be subject to disciplinary deductions for violations of workplace conduct rules.

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- ⁵ These states generally follow the duties and salary basis tests under the FLSA's rules, but they have not adopted the new highly compensated method for being deemed exempt.
- ⁶ State rules are similar to the old federal "long test," but the percentage of time the employee may perform non-exempt work varies from the old federal rule (as well as from state-to-state).
- ⁷ Under state law, executives and creative professionals must exercise independent judgment and discretion in order to be exempt. Employees who are guaranteed at least \$2,000 per month, though, are not subject to the state law.
- ⁸ No state computer exemption or highly compensated employee exemption.
- ⁹ Illinois applies the old federal duties tests, but the current federal salary level tests.
- ¹⁰ In Maine, all exempt employees must be paid on a salary basis. Also, Maine has a separate exemption test applicable to sales employees.
- ¹¹ Michigan's duties tests for executive, administrative and professional employees are similar to the old federal short tests, but they are not identical. Further, as under the FLSA, these exempt employees are required to be paid on a salary basis to be exempt, but the state rules do not allow for any deductions or other exceptions. Also, Michigan law does not exempt outside sales employees. Michigan's overtime pay and minimum wage requirements, however, do not apply to employees subject to the FLSA and who are exempt under the FLSA (other than some domestic service employees and childcare providers). Michigan law also does not apply to employers subject to the FLSA should the federal minimum wage match or exceed the state minimum wage.
- ¹² The Supreme Court of Minnesota held that employees cannot be required or coerced to reimburse their employer from their tips for cash register shortages, customer walk-outs, or unsigned credit card receipts. The Court held that tips are "wages" under Minnesota Statute Section 181.79, and deductions from wages for claimed indebtedness to the employer are unlawful, regardless of whether such deductions result in an employee receiving less than minimum wage for the relevant workweek. *Karl v. Uptown Drink, LLC*, 835 N.W.2d 14 (Minn. 2013).
- ¹³ Disciplinary deductions from salaried exempt employees are prohibited in Montana.
- ¹⁴ State follows the tests in the new federal rules as to all white collar classifications other than professionals.
- ¹⁵ State follows the tests in the new federal rules as to all white collar classifications other than executives and outside sales employees.
- ¹⁶ In New York, an employee must be paid higher salaries than under the FLSA in order to qualify for the executive and administrative exemptions. In order to meet the salary threshold, NYC employers with 10 or fewer employees must be paid \$787.50/week, increasing to \$900 on 12/31/17; NYC employers with 11 or more employees, \$825/week increasing to \$975/week on 12/31/17; Nassau, Suffolk & Westchester, \$750/week increasing to \$825/week on 12/31/17; rest of New York State is \$727.50/week, increasing to \$780/week on 12/31/17. In addition, New York requires that exempt executives customarily and regularly exercise discretion.
- ¹⁷ North Dakota follows the new federal rules as to the executive and administrative exemption only. Otherwise, it has specialized state tests for exemptions.
- ¹⁸ FLSA covered employers must pay \$455/week and meet the more favorable test as applicable (*RCW §§ 49.46.010(5)(c), 49.46.030(2)(a); Wa. Admin. Code § 296-128-500 through 540*)).
- ¹⁹ The tip credit information reflects the minimum cash wage for tipped employees.
- ²⁰ The federal minimum wage is \$7.25 per hour. Note: Certain localities (cities, municipalities, etc.) have implemented minimum wage rates that exceed federal and state minimum wage level. With few exceptions, these local minimum wage laws are not included in this chart.

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- ²¹ State's minimum wage law is applicable to employers of four or more employees.
- ²² Large employers are enterprises with annual receipts of \$500,000.00 or more.
- ²³ Montana's minimum wage law is applicable to employers whose annual gross sales are \$110,000 or more. *MCA § 39-3-409(3)*.
- ²⁴ Nevada allows employers to pay the lower tier minimum wage if the employer provides health insurance and the employee's cost for employee and employee's dependents does not exceed 10% of the employee's gross taxable income from the employer.
- ²⁵ Ohio's minimum wage law is applicable to employers with annual gross receipts of more than \$292,000 per year.
- ²⁶ State's minimum wage law is applicable to employers of two or more employees.
- ²⁷ The "Fluctuating Work Week Method for Calculating Overtime" involves payment of a fixed weekly salary for all hours worked in a work week; if the employee works more than 40 hours in the work week, the employee receives an overtime premium that is calculated by multiplying half of the effective hourly rate for that work week by the number of hours over 40 worked.
- ²⁸ California's meal period requirements do not apply to security and public utility workers if pursuant to a collective bargaining agreement.
- ²⁹ Colorado's Wage Order applies only to the following covered industries: (1) Retail and Service; (2) Commercial Support Service; (3) Food and Beverage; and (4) Health and Medical.
- ³⁰ Retail employees in Maryland receive breaks based on shift length: 4-6 hours - 15 min.; 6-8 hours - 30 min.; 8+ hours - 30 min., plus 15 min. for every additional 4 hours.
- ³¹ In 2013, the Supreme Court of Minnesota held that employees cannot be required or coerced to reimburse their employer from their tips for cash register shortages, customer walk-outs or unsigned credit card receipts. The Court held that tips are "wages" under Minnesota Statute Section 181.79, and deductions from wages for claimed indebtedness to the employer are unlawful, regardless of whether such deductions result in an employee receiving less than minimum wage for the relevant workweek. *Karl v. Uptown Drink, LLC*, 835 N.W.2d 14 (Minn. 2013).
- ³² Sick leave buy-backs—but not vacation buy-backs—must be included in the regular rate of pay for overtime purposes. See *Chavez v. City of Albuquerque*, 630 F.3d 1300, 1307–309 (10th Cir. 2011) (citing, inter alia, 29 C.F.R § 779.218(a) and holding that "vacation buy back-payments are not part of the regular rate.").
- ³³ Cash-outs of unused sick time must be rolled into the regular rate of pay for overtime purposes. *Acton v. Columbia*, 436 F.3d 969 (8th Cir. 2006) (citing 29 U.S.C. § 207(e)).
- ³⁴ For the states noted, please be aware that case law exists in the U.S. Courts of Appeal for the Eighth and Tenth Circuits, which has held that buy-backs of unused sick leave time must be included in an employee's regular rate of pay for purpose of the calculation of overtime pay under the Fair Labor Standards Act. Currently, there is some contrary authority in the Sixth Circuit (covering Michigan, Ohio, Kentucky and Tennessee), but supporting authority in a Wage and Hour Opinion Letter (FLSA 2009-19), dated January 16, 2009, from the U.S. Department of Labor.
- ³⁵ Maine requires salaried employees working in a bona fide executive, administrative, or professional capacity to have an annual compensation rate either (1) exceeding 3,000 times the state's minimum wage rate or (2) at the rate established by the U.S. Department of Labor, whichever is higher. Due to the increase in the minimum wage rate, as of January 1, 2018, the salary threshold in Maine for these exempt categories will be higher than the federal threshold (\$30,000 annual salary or \$576.93 weekly salary). 2009, c. 529, §2 (AMD).

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