



# Compliance Bulletin

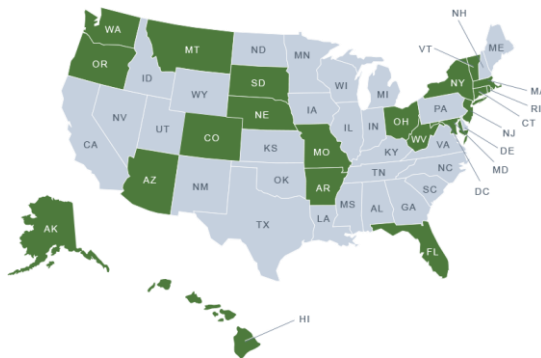
## Minimum Wage Rate Increases for Jan. 1, 2015

Provided by Alamo Insurance Group

### Quick Facts

- The minimum wage rate will increase in 21 states on Jan. 1, 2015.
- Additional changes are expected in other states for the summer of 2015.
- Employers should review employee wage rates and workplace required postings to ensure compliance with state law.

The minimum wage rate will increase for 21 states in 2015.



Alamo Insurance Group will continue to monitor these developments and update you about any changes.

Most employers in the United States are subject to the minimum wage provisions of the Federal Labor Standards Act (FLSA). These employers are required to pay their employees a wage rate of at least \$7.25 per hour. However, many states have adopted minimum wage rates higher than federal rate.

As of Dec. 1, 2014, 21 states have already announced increases in their minimum wage rates for Jan. 1, 2015. When state rates and the federal rate are different, employers must pay their employees the higher rate. Affected employers should review their employees' pay rates and update their minimum wage poster notices as necessary to ensure their compliance with wage and hour regulations.

Increases in the minimum wage rate are also expected in Washington D.C., Delaware and Minnesota for the summer of 2015.

State	New Rate (per hour)	Effective Date
NY	\$8.75	31-Dec-14
AK	\$8.75	1-Jan-15
AR	\$7.50	1-Jan-15
AZ	\$8.05	1-Jan-15
CO	\$8.23	1-Jan-15
CT	\$9.15	1-Jan-15
FL	\$8.05	1-Jan-15
HI	\$7.75	1-Jan-15
MA	\$9.00	1-Jan-15
MD	\$8.00	1-Jan-15
MO	\$7.65	1-Jan-15
MT	\$8.05	1-Jan-15
NE	\$8.00	1-Jan-15
NJ	\$8.38	1-Jan-15
OH	\$8.10	1-Jan-15
OR	\$9.25	1-Jan-15
RI	\$9.00	1-Jan-15
SD	\$8.50	1-Jan-15
VT	\$9.15	1-Jan-15
WA	\$9.47	1-Jan-15
WV	\$8.00	1-Jan-15

