**MINIMUM WAGE**

The Pennsylvania Minimum Wage Act established a Minimum Wage Rate for employees. It is also an equal opportunity law that protects from discrimination for the Department of Labor and Industry. In addition, the Minimum Wage Law also provides for health and safety standards.

- **Overtime Rate:** Must be posted in a conspicuous place in every Pennsylvania business and distributed to employees through a bulletin board or other means.
- **Minimum Wage Rate:** $7.25 per hour (Except as Described).

**Exemptions from Minimum Wage Rates**

- Students: Up to 30 hours a week.
- Minimum wage employees during school term periods.
- Individuals with a physical or mental disability who, under the provisions of any comprehensive state or federal program, are given the same earnings and benefits as the employees of the business (subject to the limitations of the Pennsylvania Minimum Wage Act).
- Minors: 16 and 17 years of age.
- Minimum wage employees during school term periods.
- Any employee engaged in the transportation of people’s Wage due to their performance at work.
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**Declarations of Employment**

- Employees may claim a maximum of $23 per hour as an employee’s take-home pay.
- Employees may claim a maximum of $30 per hour as an employee’s take-home pay.
- Employees may claim a maximum of $15 per hour as an employee’s take-home pay.
- Employees may claim a maximum of $5 per hour as an employee’s take-home pay.
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**Keeping Records:**

- Every employer must maintain accurate records of such employees’ earnings and working hours.
- Employees are provided with a weekly paycheck.
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**Exemptions:**

- Special Allowance for: Minors, laborers, and employees with disabilities.
- Application only.

**Alliances:**

- Wage paid to any employee may be reduced or increased by the negotiated and agreed terms or conditions.
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**For Questions/Complaints:**

- Bureau of Labor & Industry
- Pennsylvania Department of Labor & Industry
- Employment Law Center
- Pennsylvania Department of Labor & Industry

**More Information is Available Online**

Additional information about the Equal Pay Law is available at the website of the Equal Pay Law Compliance Program. For more information, visit www.equalpay.pa.gov.