



ARIZONA MINIMUM WAGE ACT

Effective January 1, 2011

\$7.35 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; and Any person 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 web site at www.ica.state.az.us 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.

**THIS POSTER MUST BE CONSPICUOUSLY POSTED IN A PLACE
THAT IS ACCESSIBLE TO EMPLOYEES**