

Notice: To Employees of State and Local Governments

The Fair Labor Standards Act requires that you receive a minimum wage of at least:

\$4.75 per hour
beginning October 1, 1996

\$5.15 per hour
beginning September 1, 1997

Employees under 20 years of age may be paid a youth minimum wage of not less than \$4.25 an hour during their first 90 consecutive calendar days after initial employment by an employer.

Where State or local law requires a higher minimum wage, the higher standard applies.

Overtime Pay

At least 1 1/2 times your regular rate of pay for all hours worked over 40 in a workweek.

Law enforcement and fire protection personnel: You may be paid overtime on the basis of a "work period" of from 7 to 28 consecutive days in length, rather than on a 40-hour workweek basis.

Employees of hospitals and residential care establishments: You may be paid overtime on the basis of a 14-day "work period" rather than on a 40-hour workweek, by agreement with your employer, provided you receive 1 1/2 times your regular rate of pay for hours worked over 8 in a day or 80 in the work period, whichever is the greater number of overtime hours.

Compensatory Time

Employees may receive compensatory time off instead of cash overtime pay, at a rate of not less than 1 1/2 hours for each overtime hour worked, where provided pursuant to an agreement or understanding which meets the requirements of the Act.

Exemptions

The Act does not apply to persons who are not subject to the civil service laws of State or local governments and who are: elected public officials, certain immediate advisors to such officials, certain individuals appointed or selected by such officials to serve in various capacities, or employees of legislative branches of State and local governments. Employees of legislative libraries do not come within this exclusion and are thus covered by the Act.

Certain types of workers are exempt from the minimum wage and overtime pay provisions, including bona fide executive, administrative and professional employees who meet regulatory requirements.

Any law enforcement or fire protection employee who in any workweek is employed by a public agency employing less than 5 employees in law enforcement or fire protection activities is exempt from the overtime pay provisions.

Child Labor

16 years old is the minimum age for most occupations. An **18**-year minimum applies to hazardous occupations. Minors **14** and **15** years old may work outside school hours under certain conditions.

Enforcement

The Department of Labor may recover back wages either administratively or through court action for employees who have been underpaid in violation of the law. Violations may result in civil or criminal action.

Fines of up to \$10,000 per violation may be assessed against employers who violate the child labor provisions of the law and up to \$1,000 per violation against employers who willfully or repeatedly violate the minimum wage or overtime pay provisions. This law prohibits discriminating against or discharging workers who file a complaint or participate in any proceedings under the Act.

FOR ADDITIONAL INFORMATION, CONTACT the Wage and Hour Division office nearest you - listed in your telephone directory under United States Government, Labor Department.

This poster may be viewed on the world wide web at this address: <http://www.dol.gov/dol/esa>

Employers are required to display this poster where employees can readily see it.