

NOTICE TO EMPLOYEES

FLORIDA MINIMUM WAGE

On July 24, 2009 the new Federal minimum wage of \$7.25 will replace Florida's minimum wage. This wage rate will be effective until the Florida rate exceeds the Federal rate.

The minimum wage is different for tipped employees. On July 24, 2009 the new Florida minimum wage for tipped employees will be \$4.23 per hour plus tips.

The Florida minimum wage is recalculated yearly on September 30, based on the Consumer Price Index. Every year on January 1, the new Florida minimum wage takes effect unless the Federal rate is greater.

An employer may not retaliate against an employee for exercising his or her right to receive the minimum wage. Rights protected by the State Constitution include the right to:

1. File a complaint about an employer's alleged noncompliance with lawful minimum wage requirements.
2. Inform any person about an employer's alleged noncompliance with lawful minimum wage requirements.
3. Inform any person of his or her potential rights under Section 24, Article X of the State Constitution and to assist him or her in asserting such rights.

An employee who has not received the lawful minimum wage after notifying his or her employer and giving the employer 15 days to resolve any claims for unpaid wages may bring a civil action in a court of law against an employer to recover back wages plus damages and attorney's fees.

An employer found liable for intentionally violating minimum wage requirements is subject to a fine of \$1,000 per violation, payable to the state.

The Attorney General or other official designated by the Legislature may bring a civil action to enforce the minimum wage.

For details, see Section 24, Article X of the State Constitution and Section 448.110, Florida Statutes.