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SUBJECT: DOL – Federal Minimum Wage
ISSUE: 2009 Federal Minimum Wage Increase
DATE: July 9, 2009
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EXECUTIVE SUMMARY- The federal minimum wage for non-exempt employees is increasing to \$7.25 per hour on July 24, 2009. The current increase is the last of three minimum wage hikes over the past two years authorized under the Fair Minimum Wage Act of 2007.

FEDERAL MINIMUM WAGE INCREASES TO \$7.25 PER HOUR ON JULY 24, 2009

The federal minimum wage is increasing from \$6.55 per hour to \$7.25 per hour on July 24, 2009. The increase, the last of three, is mandated by the Fair Minimum Wage Act of 2007. While petroleum marketers often pay more than state or federal minimum wage rates in order to retain employees, every increase in the minimum wage brings pressure from higher paid workers for a similar rate increase in order to avoid wage “erosion.” A number of minimum wage exceptions apply under specific circumstances to workers with disabilities, full time students, workers under 20-years of age in their first 90 days of employment, tipped employees and student learners.

To learn more about the minimum wage exceptions click on the following applicable employee category: [Workers with disabilities](#), [Full-time students](#), [Youth under age 20](#) in their first 90 consecutive calendar days of employment, [Tipped employees](#) and [Student-learners](#). Prior to paying a qualified employee the applicable subminimum wage, employers may be required to apply for a certificate from the U. S. Department of Labor. Click on the following link to find out more information on certificate applications; [Form instructions page](#)

Many states also have minimum wage laws. Where an employee is subject to *both* the state and federal minimum wage laws, the employee is entitled to the *higher* of the two minimum wages.

[Click here](#) to find out information on the status of minimum wage laws in all 50 states.