

## IMPORTANT NOTICE

### Federal Minimum Wage

On July 3, 2007 the President of the United States signed into law amendments to *The Fair Labor Standards Act of 1938*. Among the amendments is provided for progressive increases of the actual minimum wage per hour from \$5.15 per hour as follow:

- \$5.85 effective July 24, 2007
- \$6.25 effective July 24, 2008
- \$7.25 effective July 24, 2009

The Act also provides that the salary for overtime in excess of 40 hours per week shall be paid at least at 1½ times the regular rate of pay. The amendments cover:

- The requirements for the employment of minors.
- The minimum wage for “tipped employees”. For these employees the minimum wage per hour shall be \$2.13. However, if the wage per hour of these employees plus the \$2.13 is less than the minimum hourly wage, the employer must make up the difference.
- The penalties for non-compliance with the law.

According to the amendments all employers subject to the law are required to display in a visible place of all of their premises a poster where employees can readily see it explaining the provisions of the Act. For compliance with this requirement we enclose copy of the poster provided by the United States Department of Labor.

**This document is an informative summary and does not constitute an opinion or legal advice.  
It is important to seek advice from your labor advisor to clarify any doubts.**

If you need any additional information or assistance, please contact us at:  
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