Minimum Wage & Overtime

Federal rates are established by the U.S. Department of Labor’s Wage and Hour Division (WHD). 

- The Federal minimum wage is $7.25 per hour as of 2023.
- Federal law applies to all employers engaged in commerce or the production of goods for commerce. It also applies to employees who work in states that meet the federal exemption standards.
- States may have higher minimum wage rates, so employers must comply with the highest of the federal and state rates.
- Federal law does not apply to tests given by the Federal Government.

Breastfeeding

Employers must provide a place, other than a bathroom, for employees to express breast milk and the time necessary to do so. This applies to both part-time and full-time employees.

Child Labor

- Employees under the age of 18 may work in non-farm jobs declared hazardous by the U.S. Department of Labor.
- An employee must be at least 16 years old to work in most non-farm jobs, and the law does not apply to tests given by the Federal Government.

Paid Parental Leave

- The Family and Medical Leave Act (FMLA) provides eligible employees with up to 12 weeks of unpaid leave for certain family and medical reasons.
- The leave is generally unpaid, but employers may choose to provide some or all of the leave with pay.

Family and Medical Leave

- Eligible employees can take up to 12 weeks of unpaid leave for a variety of reasons, including the birth or placement of a child, the adoption or foster care placement of a child, the care of a seriously ill family member, or the employee’s own serious health condition.
- Employers with 50 or more employees are covered by the FMLA, and employees must have worked for the employer for at least 12 months and have worked at least 1,250 hours in the 12-month period before the leave.

Job Safety and Health

It’s the Law!

- All workers have the right to a safe workplace:
  - Raise a safety or health concern with your employer if you believe your workplace is unsafe or if you have been injured on the job.
  - Refer to the U.S. Department of Labor’s Wage and Hour Division (WHD) for more information.

- Employees must:
  - Follow all workplace safety and health rules and procedures.
  - Report any workplace hazards or unsafe working conditions.

- Employers must:
  - Provide a safe workplace.
  - Provide training and information on workplace safety and health standards.

- The Department of Labor’s Wage and Hour Division enforces the FMLA.

- To report violations or request assistance, call 1-866-487-9243 or visit www.dol.gov/whd.

- This poster is available free from OSHA.