

# CLIENT ALERTS

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## US Department of Labor Issues Revised Minimum Wage Poster in Connection with Recent Wage Increase

Earlier this year, Congress announced that, over the course of the next two years, the federal minimum wage will increase from \$5.15 an hour to \$7.25 an hour. This marks the first increase in the federal minimum wage in almost a decade. The increase will be implemented in three stages. Specifically, on July 24, 2007, the minimum wage will increase to \$5.85 per hour; on July 24, 2008, it will jump to \$6.55; and finally, on July 24, 2009, it will reach \$7.25.

Every employer that is subject to the minimum wage provisions of the Fair Labor Standards Act (the "Act") must post (and keep posted), in a conspicuous place in all of its establishments, a notice explaining the Act. The United States Department of Labor (the "DOL") issues posters on its website that employers can access for this purpose.

In connection with the recent increase in the federal minimum wage, the DOL has issued a revised minimum wage poster, which reflects the changes described above. Employers may access and print out the revised poster by going to the following website:

<http://www.dol.gov/esa/regs/compliance/posters/flsa.htm>.

Because the first stage is scheduled to occur on July 24, 2007, the revised poster should be displayed no later than that date.

It is important to note that some states have a minimum wage that is higher than the federal minimum wage. For example, New York's minimum wage is currently \$7.15 an hour. Employers should be aware that both state and federal minimum wage information, as well as various other postings required under state and/or federal law, such as those concerning workers' compensation, unemployment insurance, human rights, family/medical leave, polygraph protection, occupational safety and health, workers with disabilities, and military leave, must be conspicuously posted in the workplace.

\* \* \*

If you have any questions about the revised minimum wage poster, please feel free to contact Susan Gross Sholinsky ((212) 351-4789; [sgross@ebglaw.com](mailto:sgross@ebglaw.com)), Evan Spelfogel ((212) 351-4539;

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