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Labor and Employment E-Alert

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OHIO SETS NEW MINIMUM WAGE FOR 2008

As a reminder, Ohio's minimum wage will increase on January 1, 2008. Last year, Ohio voters approved an amendment to the Ohio Constitution providing for a new minimum wage. The amendment also provides that Ohio's minimum wage adjusts annually based on the Consumer Price Index for urban wage earners and clerical workers for the prior 12-month period as of September 30, rounded to the nearest five cents.

Thus, based on the two percent CPI, Ohio's minimum wage for non-tipped employees will be \$7.00 per hour effective January 1, 2008.

The minimum wage for tipped employees will be \$3.50 per hour plus tips effective January 1, 2008.

Ohio excludes from its minimum wage 14 and 15 year old employees and employers with gross revenue below \$250,000 per year (this amount will increase to \$255,000 per year on January 1, 2008). Employees 14 and 15 years of age must be paid the federal minimum wage (currently \$5.85), and employers must follow the federal and state child labor laws concerning their duties and hours. Employers with gross revenue below \$255,000 as of January 1, 2008, must comply with the federal minimum wage law. There are a few other exemptions to Ohio's minimum wage. Generally those other exemptions are the same as the exemptions to the federal minimum wage.

If you have any questions about this or any other employment-related issue, please contact your Vorys lawyer.

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