

Attention Employers: Are your payroll systems prepared for the increased minimum wage?

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The final phase of the new federal and state minimum wage increase goes into effect this Friday, July 24, 2009. This final phase raises the minimum wage from \$6.55 per hour to \$7.25 per hour.

Every employer of employees subject to the Fair Labor Standard's Act (the "FLSA") is required to post, and keep posted, a notice regarding the current minimum wage. This notice must be posted in a commons area of each workplace location. An employer's failure to post such notice could result in large monetary fines.

Not to be overlooked, it is imperative that all employers comply with the new minimum wage laws by adjusting their payroll records. As of July 24, 2009, all non-exempt employees must be paid \$7.25 per hour, regardless of whether the employee is full-time or part-time. Employers found to be in violation of the FLSA minimum wage provisions will face a variety of consequences including: monetary penalties and costly wage-hour lawsuits, as well as the bad public relations associated with such claims.

Please contact us if you desire more information on the minimum wage laws or want to determine whether your business is in compliance with the FLSA.

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