

# Massachusetts Minimum Wage Rate to Increase Starting January 1, 2015



## Massachusetts Minimum Wage Rate (Including Minimum Wage Rate for Tipped Workers) to Increase in Increments Starting January 1, 2015

On January 1, 2015, the minimum wage in Massachusetts will increase for the first time in seven years. This will be the first of three separate raises signed into law by Governor Deval Patrick on June 26, 2014. These increases cover both non-tipped and tipped workers. The new minimum wage rates and their effective dates are as follows:

- Effective January 1, 2015—\$9.00/hour for non-tipped workers, \$3.00/hour for tipped workers.
- Effective January 1, 2016—\$10.00/hour for non-tipped workers.
- Effective January 1, 2017—\$11.00/hour for non-tipped workers, \$3.75/hour for tipped workers.

These increases (over the present rates of \$8.00/hour for non-tipped employees and \$2.63/hour for tipped employees) will make the minimum wage rate in Massachusetts one of the highest in the nation. The current federal minimum wage is \$7.25/hour for non-tipped employees and \$2.13/hour for tipped employees. All Massachusetts employers are required to comply with the Massachusetts minimum wage rate.

Failure to comply with these increases violates Massachusetts wage laws ([Mass. Gen. Laws ch. 149, § 148](#)), which establish steep penalties for violations, including treble damages and attorney's fees, regardless of whether the violations were willful or committed in good faith. In addition to employer exposure (to civil liability and criminal penalties), certain individuals within an organization can be held personally liable to pay these damages and penalties.

*Research for this article was conducted by Santiago H. Posas, an upcoming 3L student at Boston College Law School. To discuss these changes, or other questions you may have with respect to wage and hour matters, you may contact [Elizabeth M. Adler, Esq.](#) ([EAdler@lgllp.com](mailto:EAdler@lgllp.com)) or [Nancy L. Perlman, Esq.](#) ([NPerlman@lgllp.com](mailto:NPerlman@lgllp.com)) at 617-951-2800.*

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