



STATE OF OHIO

2013 MINIMUM WAGE

OHIO DEPARTMENT OF COMMERCE
DIVISION OF INDUSTRIAL COMPLIANCE

JOHN R. KASICH
Governor

DAVID GOODMAN
Director

www.com.ohio.gov

NON-TIPPED EMPLOYEES

A Minimum Wage of \$7.85 per hour

“Non-Tipped Employees” includes any employee who does not engage in an occupation in which he/she customarily and regularly receives more than thirty dollars (\$30.00) per month in tips.

“Employers” who gross under \$288,000.00 shall pay their employees no less than the current federal minimum wage rate.

“Employees” under the age of 16 shall be paid no less than the current federal minimum wage rate.

“Current Federal Minimum Wage” is \$7.25 per hour.

TIPPED EMPLOYEES

A Minimum Wage of \$3.93 per hour PLUS TIPS

“Tipped Employees” includes any employee who engages in an occupation in which he/she customarily and regularly receives more than thirty dollars (\$30.00) per month in tips. Employers electing to use the tip credit provision must be able to show that tipped employees receive at least the minimum wage when direct or cash wages and the tip credit amount are combined.

OVERTIME

1. An employer shall pay an employee for overtime at a wage rate of one and one-half times the employee's wage rate for hours in excess of forty hours in one work week, except for employers grossing less than \$150,000 per year.

HANDICAPPED RATE

To prevent the curtailment of opportunities for employment and avoid undue hardship to individuals whose earning capacity is affected or impaired by physical or mental deficiencies or injuries, a sub-minimum wage may be paid, as provided in the rules and regulations set forth by the Director of the Ohio Department of Commerce.

RECORDS TO BE KEPT BY THE EMPLOYER

1. Each employer shall keep records for at least three years, available for copying and inspection by the Director of the Ohio Department of Commerce, showing the following information concerning each employee:
 - A. Name
 - B. Address
 - C. Occupation
 - D. Rate of Pay
 - E. Amount paid each pay period
 - F. Hours worked each day and each work week
2. The records may be opened for inspection or copying at any reasonable time and no employer shall hinder or delay the Director of the Ohio Department of Commerce in the performance of these duties.

INDIVIDUALS EXEMPT FROM MINIMUM WAGE

1. Any individual employed by the United States.
2. Any individual who volunteers to perform services for a state, political subdivision of a state, or interstate governmental agency if certain conditions apply.
3. An individual who volunteers their services solely for humanitarian purposes to private nonprofit food banks.
4. Employees with mental or physical disabilities that may adversely affect the employees' opportunities for employment.
5. Employees under the age of 16.
6. Employees of a solely family owned and operated business who are family members of the owner.
7. Individuals employed in or about the property of the employer or person's residence on a casual basis.

For further information about minimum wage issues, please contact: The Ohio Department of Commerce, Division of Industrial Compliance, 6606 Tussing Road, Reynoldsburg, Ohio 43068. Phone: (614) 644-2239. TTY/TDD: 1-800-750-0750.

POST IN A CONSPICUOUS PLACE

Ohio | **Department
of Commerce**

An Equal Opportunity Employer and Service Provider

(REV. 09/28/12)