UNEMPLOYMENT INSURANCE

REVISION DATE: 08/19

Must be posted in a conspicuous place for convenient viewing by all employees and applicants.

866-463-4574 • www.posterguard.com

MINIMUM WAGE

Certificate of Eligibility is obtained from the Arkansas minimum wage rate and a gratuity allowance shall not be paid less than the base wage guaranteed any other employee subject to a gratuity allowance.

The Arkansas Minimum Wage applies to an employer of four (4) or more persons.

MINIMUM WAGE

All employees as defined by Arkansas Code 11-4-202 to 11-4-220 must be paid a minimum wage of at least:

- $9.25 an hour effective January 1, 2019 with an allowance for gratuities not to exceed $6.82 per hour.
- $10.00 an hour effective January 1, 2020 with an allowance for gratuities not to exceed $7.37 per hour.
- $11.00 an hour effective January 1, 2021 with an allowance for gratuities not to exceed $8.37 per hour.

The Secretary of Labor may enforce Arkansas Minimum Wage laws by instituting legal action to recover any wages due. An employee may bring an action against an employer, including the State of Arkansas or a political subdivision of the state, if the employer pays the employee less than the minimum wages, including overtime wages, to which the employee is entitled.

During the period of his or her employment of these workers. For further information contact the Arkansas Labor Department and Licensing.

Some general rules for determining the minimum wage:

- Executive, administrative or professional employees.
- Outside commission-paid salesmen.
- Employees of the United States.
- Equal Pay Act
- Child Labor
- Overtime compensation must be paid at the rate of one and one-half times the regular hourly rate of pay for all hours worked in excess of 40 hours in a workweek. This provision shall not be applicable with respect to employers with less than 4 employees, or agricultural employers.

Penalties

Any employer who willfully induces or delays the Secretary of Labor in the enforcement of the Minimum Wage Act shall constitute a separate offense. Any employer who willfully discharges or in any other manner willfully discriminates against any employee because such employee has made any complaint to his employer, to the Secretary of Labor, or his authorized representative that he has not been paid minimum wages in accordance with the provisions of these statutes, or because such employee has caused to be instituted or is about to cause to be instituted any proceeding under or related to these statutes, or because such employee has testified or is about to testify in any such proceeding shall be deemed in violation of the Minimum Wage Act and shall be subject to a civil penalty of not less than fifty dollars ($50.00) and not more than one thousand dollars ($1,000.00) for each violation. For the purpose of this section, each day the violation continues shall constitute a separate offense. In addition to the civil penalty, the Secretary of Labor is authorized to assess a civil penalty not less than fifty dollars ($50.00) and not more than one thousand dollars ($1,000.00) for each violation.

IF YOU HAVE QUESTIONS CONCERNING THE ARKANSAS MINIMUM WAGE LAW, TELEPHONE 682-4559.

WAGE COLLECTION ACT

The Wage Collection Act provides assistance to the employer in collecting wages due him or her for work performed. The employer must report all or any work or service performed by any person employed for any period of time where the wages or salaries or remuneration for such work or services are to be paid at stated intervals or at the termination of employment, or for physical work actually performed by an independent contractor, provided that the amount in controversy does not exceed the sum of two thousand four hundred dollars ($2,400.00). Employers who need help in collecting wages due them should contact the Arkansas Labor and Licensing Department.

Employers subject to the minimum wage act are required to post this notice in a conspicuous place for all employees. 8/19