### MINIMUM WAGE LAW SUMMARY

**Pennsylvania Business Governed by the Minimum Wage Act**

**MINIMUM WAGE RATE:**
- Employers in Pennsylvania are required to pay their employees at least $12.50 per hour, starting January 1, 2024.
- Employers with ten or fewer employees are allowed to pay a minimum wage of $11.50 per hour, starting January 1, 2024.

**OVERTIME PAY:**
- Employees who work more than 40 hours in a workweek are entitled to receive overtime pay at a rate of 1.5 times their regular hourly rate.

**EQUAL PAY LAW:**
- Employers cannot discriminate in terms of pay, benefits, or any other aspect of employment on the basis of sex.

**CHILD LABOR LAWS:**
- No minor under 16 years of age may be employed except for certain exceptions.
- No minor under 18 years of age may be employed in any occupation declared hazardous by the Secretary of Labor.

**DISCRIMINATION:**
- Employers cannot discriminate in terms of pay, benefits, or any other aspect of employment on the basis of sex.

**UNEMPLOYMENT COMPENSATION:**
- Employees who are unemployed and meet certain eligibility requirements are eligible for unemployment compensation.
- Claimants must register with an unemployment insurance office in their state to be eligible for benefits.

**OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT:**
- Employers must provide a workplace free from recognized hazards.
- There are provisions for reporting and investigating workplace injuries and illnesses.
- Employers must comply with OSHA standards and regulations to ensure a safe and healthy workplace.

**PUBLIC ACCOMMODATION:**
- Employers must provide reasonable accommodation to customers with disabilities.
- Employers must post signs indicating their compliance with the Americans with Disabilities Act.

**THRASHER FAMILY LAWS:**
- Employers must provide reasonable accommodation to customers with disabilities.
- Employers must post signs indicating their compliance with the Americans with Disabilities Act.

**WAGE AND HOUR DIVISION:**
- Employers must post a federal labor law poster in their workplace.
- Employers must maintain accurate and complete records of hours worked and earnings.

**Equal Opportunity Employer:**
- Employers must comply with federal and state equal employment opportunity laws.
- Employers must provide equal opportunity to all qualified individuals without regard to race, color, religion, sex, national origin, age, or disability.

** auxiliary aids and services are available upon request to individuals with disabilities. Equal Opportunity Employer/Program**

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### MINIMUM WAGE LAW SUMMARY

**EMPLOYEE AGE SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY**

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* Minors employed as sports attendants are not subject to the Act's hours and work time restrictions.

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### NO SMOKING NOTICE

**NO SMOKING**

There’s a new All about Pennsylvania. Smoke-Free is now the law!

**NO FUMAR**

¡Hay un manano a norte Pennsylvania! Libre de humo es ahora la ley!