FLORIDA'S MINIMUM WAGE[1]

Isn't the Florida minimum wage the same as the federal minimum wage?
No. Florida voters passed a constitutional amendment in November 2004 that established a Florida minimum wage. This occurred because the federal (national) minimum wage had not risen from $5.15 per hour for several years, leaving many full-time workers in poverty.

When did the Florida minimum wage go into effect?
The Florida minimum wage went into effect January 1, 2006.

Does the Florida minimum wage regularly change?
Yes. The constitutional amendment provides that the minimum wage can be adjusted on January 1 of each year depending on changes in the consumer price index. The Agency for Workforce Innovation is responsible for measuring each fall whether the minimum wage should be increased and if so, publishing information about what the new rate will be. The minimum wage increased to $7.21 per hour on January 1, 2009. If you work at or near the minimum wage, be sure to check for changes each January. The federal minimum wage increased to $7.25 on July 24, 2009. You are entitled to the higher of Florida or federal minimum wage, which means you are entitled to **$7.25** per hour. You can get more information at www.floridajobs.org.

Does the Florida minimum wage law provide for overtime?
No. The Florida minimum wage law does not include any overtime provisions. However, the federal (national) minimum wage law, the Fair Labor Standards Act, does require overtime pay for many workers who work more than 40 hours in a work week.

**Can my employer make payroll deductions that
cause my hourly rate to go below the minimum wage?**
In most cases, no.   Seek legal advice if this has happened to you.

Where can I get help?

Call Jacksonville Area Legal Aid at 356-8371 for information on applying for help.

JACKSONVILLE AREA LEGAL AID, INC.
Employment Law Project

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[1] The information provided here is general in nature and not intended as legal advice. The laws discussed are subject to change without notice. Seek legal advice for more information.