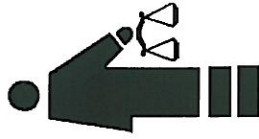


You may apply for free legal services at any of the Community Legal Services' offices listed on the back of this brochure.



Community Legal Services, Inc., does not discriminate on the basis of race, religion, sex, age, disability or national origin in its relations with service applicants or employees. This brochure can be made available in alternate formats. Call 602-258-3434 x2230.

NOTE: This pamphlet contains legal information which is periodically updated by Community Legal Services. Call CLS to find out if this pamphlet has been updated since the printing date on the back cover.



United Way Partner Agency

**Maricopa County Central Office**  
305 South Second Avenue  
Phoenix, Arizona 85003  
(602) 258-3434 1-800-852-9075 TTY: (602) 254-9852

**Disability Advocacy Project**  
5060 N. 19th Avenue, Suite 306  
Phoenix, Arizona 85015  
(602) 212-2724 TTY: (602) 212-2702

**Volunteer Lawyers Program**  
305 South Second Avenue  
Phoenix, Arizona 85003  
(602) 258-3434 1-800-852-9075 TTY: (602) 254-9852

**Eastside Office - Mesa**  
20 W. First Street, Suite 101  
Phoenix, Arizona 85201  
(480) 833-1442 1-800-896-3631 TTY: (480) 644-0572

**Yavapai County Office - Prescott**  
401 N. Mount Vernon  
Prescott, Arizona 86301  
(928) 445-9240 1-800-233-5114 Arizona Relay - 711

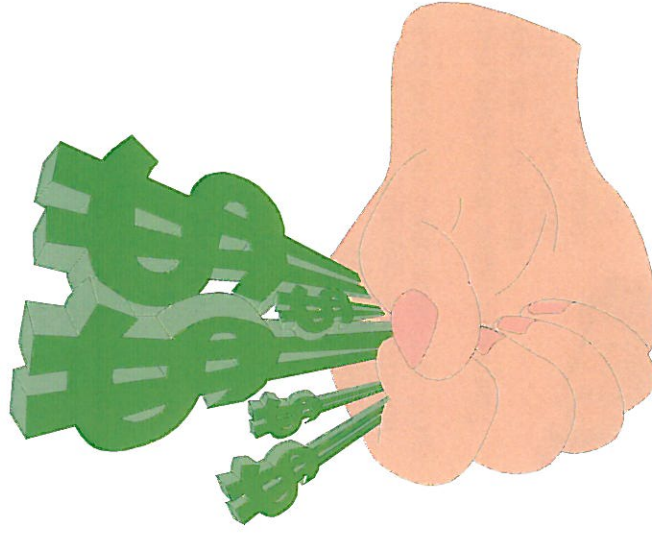
**Mohave County Office - Kingman**  
1720 Beverly, Suite A  
Kingman, Arizona 86401  
(928) 681-1177 1-800-255-9031 TTY: (928) 681-7281

**Yuma/La Paz Counties Office - Yuma**  
201 South 1st Avenue  
Yuma, Arizona 85364  
(928) 782-7511 1-800-424-7962 Arizona Relay - 711

**Farmworker Program - Main Office**  
305 South Second Avenue  
Phoenix, Arizona 85003  
(602) 258-3434 1-800-356-7115 TTY: (602) 254-9852

**Farmworker Program - San Luis Office**  
845 E. "B" Street, Suite 2  
San Luis, Arizona 85349  
(928) 627-8023 1-800-356-7115 Arizona Relay - 711

# MINIMUM WAGE



CLS... because justice is for all

### What is minimum wage?

It is the least amount of money you can make per hour with a few exceptions.

### What are the exceptions?

Includes private babysitters, tipped employees, and those working for family members.

### What is minimum wage in Arizona?

As of July 24, 2009, Arizona's minimum wage is \$7.25/hour. This works out to \$15,080 a year before taxes or working 40 hours/week all year or 2080 hours total.

### What is the federal minimum wage?

It increased to \$7.25 per hour on July 24, 2009.

### Why is there a difference?

The federal minimum wage is in effect for the entire United States of America, but each state can chose to increase the amount designated for their own minimum wage.

### How does minimum wage increase?

Each year, the minimum wage will increase with a cost of living increase determined by the U.S. Department of Labor.

### Can an employer force you to work for less than minimum wage?

No, not usually. But there are some categories of employment that are not covered under the minimum wage laws like a private babysitter or working for your family members.



### What is the Youth Minimum Wage?

According to the Federal Fair Labor Standards

Act, employers can pay employees under the age of 20, \$4.25/hour for the first 90 calendar days of work.

After that the state minimum wage is in effect. This is NOT the case in Arizona, all eligible employees must make minimum wage.



### Why do tipped employees make less than minimum wage?

Tipped employees receive \$4.25/hour as a base, it will always work out to be \$3.00 less than Arizona minimum wage. With tips, your wages must average out to at least minimum wage. If the tips do not increase the base salary to minimum wage, the employer must make up the difference. The same is true for people who work on commission and who do piece work.

### Do people with disabilities need to receive minimum wage in Arizona?

Depending on the specific nature of the employment, some sheltered employment opportunities do not have to pay their participants minimum wage. The law takes a number of factors into consideration to determine if a worker with a disability is eligible for minimum wage.

### Do you have a right to review your payroll documents?

Yes, you can, or you can have a lawyer or your union representative review your payroll documents.

### WHO CAN YOU CONTACT IF YOU ARE NOT RECEIVING MINIMUM WAGE?

Arizona Industrial Commission  
800 West Washington  
Phoenix, AZ 85007  
(602) 542-4654 or (602) 542-4515

### WHAT CAN YOU DO IF YOU ARE NOT MAKING MINIMUM WAGE?

- Speak to your supervisor or the human resources department
- Keep a log of the hours you worked and copies of your paycheck
- Contact the Arizona Industrial Commission
- Contact CLS

