



MIOSHA Fact Sheet

Wage & Hour Division

Michigan Minimum Wage Law Tipped Employees

The Michigan Minimum Wage Law covers businesses with at least two employees 16 years of age or older. The state minimum wage law applies to employers not covered by the federal minimum wage law. The state's minimum wage rate also applies to certain employees in federally covered businesses because the state rate for those employees is higher than the federally required rate.

STATE MINIMUM HOURLY WAGE RATE:

Beginning July 1, 2008, \$7.40 per hour

The Michigan Minimum Wage Law covers tipped employees age 16 and over. All employers in Michigan **must** pay tipped employees at least \$2.65 per hour WHEN tips are received, combined with the employee's hourly rate, equal the required minimum hourly wage rate listed above. A written tip statement signed by the employee AND dated before the date the paycheck was received must be maintained by the employer for each pay period that tips are reported.

Effective date	Required Minimum Hourly Wage Rate :	Provided reported tips per hour is:
July 1, 2008	▪ \$2.65	▪ \$4.75

Tipped employees working overtime must be paid at least 1½ times the employee's regular rate of pay.

Effective Date	Minimum Hourly Wage Rate for Overtime Hours	Provided reported tips per hour is:
July 1, 2008	▪ \$6.35	▪ \$4.75

LARA is an equal opportunity employer/program.
Auxiliary aids, services and other reasonable accommodations are available upon request to individuals with disabilities.

