



MINIMUM WAGE



Virginia Department Of Labor And
Industry Labor Law Division

**Minimum Wage Increases to
\$9.50 per hour
Effective May 1, 2021**

**Minimum Wage Increases to
\$11.00 per hour
Effective January 1, 2022**

**Minimum Wage Increases to
\$12.00 per hour
Effective January 1, 2023**

Tipped Employees

Tips plus wages must now meet Virginia's minimum wage of \$9.50 per hour.

Beginning May 1, 2021, training wages may be increased

The complete training wage regulation is available on the Virginia Town Hall website, <https://townhall.virginia.gov/>

Training Wages:

- ◆ Applies to employees younger than 20 years of age
- ◆ Is restricted to the first 90 days of employment

Some employees previously exempt *may now be covered as eligible employees.*

These include:

- ◆ **Domestic Service** - Services related to the care of an individual in a private home or the maintenance of a private home or its premises
 - ◇ May be on a permanent or temporary basis
 - ◇ Includes services such as companions, cooks, waiters, butlers, maids, valets, and chauffeurs
- ◆ **Home care providers**
- ◆ **Babysitters** who work more than 10 hours per week

For More Information, please visit :

- ◆ VA LIS: <https://lis.virginia.gov/cgi-bin/legp604.exe?201+sum+SB7>
- ◆ VA definitions: <http://law.lis.virginia.gov/vacode/title40.1/chapter3/section40.1-28.9/>
- ◆ VA min wages: <http://law.lis.virginia.gov/vacode/title40.1/chapter3/section40.1-28.10/>
- ◆ FLSA: <https://www.law.cornell.edu/uscode/text/29/chapter-8>

Questions?

Contact the Labor Law Division

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