



# IMPORTANT CHANGES TO THE MASSACHUSETTS MINIMUM WAGE

*In accordance with An Act Restoring the Minimum Wage and Providing Unemployment Insurance Reforms [Chapter 144 of the Acts of 2014](#)*

## **Effective January 1, 2015**

### **MINIMUM WAGE: \$9.00 PER HOUR**

The minimum wage law applies to all employees except those being rehabilitated or trained in charitable, educational, or religious institutions; members of religious orders; agricultural, floricultural, and horticultural workers; those in professional service; and outside salespersons not reporting to or visiting their office daily. See [M.G.L. chapter 151, §§1 and 2](#). For further information regarding the Massachusetts state minimum wage, contact the Massachusetts Department of Labor Standards at (617) 626-6952 or visit [www.mass.gov/dols](http://www.mass.gov/dols).

In no case shall the Massachusetts minimum wage rate be less than \$0.50 higher than the effective federal minimum rate.

### **SERVICE RATE: \$3.00 PER HOUR**

Wait staff, service employees and service bartenders may be paid the service rate if they regularly receive tips of more than \$20 a month, and if their average hourly tips, when added to the service rate, are equal to or exceed the basic minimum wage. See [M.G.L. chapter 151, §7](#).

### **AGRICULTURAL RATE: \$8.00 PER HOUR**

Work on a farm and the growing and harvesting of agricultural, floricultural and horticultural commodities requires payment of no less than the above-listed rate per hour, except when such wage is paid to a child seventeen years of age or under, or to a parent, spouse, child or other member of the employer's immediate family. See [M.G.L. chapter 151, §2A](#).

## **Effective January 1, 2016:**

- Minimum Wage shall be \$10.00 per hour
- Service Rate shall be \$3.35 per hour (provided service employee receives tips of more than \$20 per month and if his/her average hourly tips, when added to the service rate, equals \$10.00 per hour).

## **Effective January 1, 2017:**

- Minimum Wage shall be \$11.00 per hour
- Service Rate shall be \$3.75 per hour (provided service employee receives tips of more than \$20 per month and if his/her average hourly tips, when added to the service rate, equals \$11.00 per hour).