

Mass Workforce Issuance

Workforce Issuance No. 14-98

Policy Information

To: Chief Elected Officials
Workforce Investment Board Chairs
Workforce Investment Board Directors
Title I Administrators
Career Center Directors
Title I Fiscal Officers
DCS Operations Managers

cc: WIA State Partners

From: Alice Sweeney, Director
Department of Career Services

Date: November 24, 2014

Subject: **Minimum Wage Increase for Massachusetts**

Purpose: To notify Local Workforce Investment Boards, One-Stop Career Center Operators and other local workforce investment partners of important changes, **starting January 1, 2015**, to the Massachusetts Minimum Wage, Service Rate and Agricultural Rate, in accordance with [Chapter 144 of the Acts of 2014](#), An Act Restoring Minimum Wage and Providing Unemployment Insurance Reforms.

Background: The [Department of Labor Standards](#) (DLS) administers the Commonwealth's Minimum Fair Wage Law, M.G.L. chapter 151, sec. 1 – 22.

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. In no case shall the Massachusetts minimum wage rate be less than \$0.50 higher than the effective [Federal Minimum Rate](#).

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.

Work on a farm and the growing and harvesting of agricultural, floricultural and horticultural commodities requires an ***Agricultural Rate*** of no less than the established hourly rate, 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.

Effective January 1, 2015

Minimum Wage: \$9.00 per hour
Service Rate: \$3.00 per hour
Agricultural Rate: \$8.00 per hour

Effective January 1, 2016

Minimum Wage: \$10.00 per hour
Service Rate: \$3.35* per hour

Effective January 1, 2017

Minimum Wage: \$11.00 per hour
Service Rate: \$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 service rate, equals the corresponding Minimum Wage.

Action

Required: Please share this information with all appropriate staff, partners and employers as appropriate.

Inquiries: Inquiries regarding the Minimum Wage Program can be directed to Minimum.Wage@state.ma.us or call 617-626-6952.

Attachments: Massachusetts Minimum Wage Increase Flyer