

# **WEST VIRGINIA MINIMUM WAGE AND MAXIMUM HOURS LAW**

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An employer who employs during any calendar week six or more employees in any one separate, distinct and permanent location as well as, all individuals employed by the State of West Virginia, its agencies and departments, are subject to the Minimum Wage and Maximum Hours Law.

1. Effective July 1, 1980, every employer must pay one and one-half times the regular rate of pay for all hours worked in excess of 40 hours a week.
2. Effective September 1, 1998, every employer shall pay to each employee a rate not less than \$5.15 per hour.
3. Effective July 1, 2006, every employer shall pay to each employee a rate not less than \$5.85 per hour.
4. Effective July 1, 2007, every employer shall pay to each employee a rate not less than \$6.55 per hour.
5. Effective July 1, 2008, every employer shall pay to each employee a rate not less than \$7.25 per hour.
6. Effective July 1, 2006, an employer may implement a 90-day training wage of \$5.15 per hour for persons under 20 years of age when specific conditions are met.
7. An employer shall receive a credit of 20% of the hourly rate paid to an employee who customarily receives gratuities.

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