



NEW YEAR, NEW MINIMUM WAGE

Jan 7, 2019

Hourly workers in Ohio earning minimum wage can expect an increase in their paychecks effective January 1, 2019. The state has increased the minimum wage from \$8.30 to \$8.55 per hour for non-tipped employees and from \$4.15 to \$4.30 per hour for tipped employees.

The minimum wage requirement applies to businesses with annual gross receipts of more than \$314,000 per year. Smaller employers with annual gross receipts of less than \$314,000 per year are exempt from the minimum wage increase and instead must pay their employees no less than the federal minimum wage of \$7.25 per hour. Furthermore, some individuals are exempt from Ohio's minimum wage requirements, including, but not limited to, United States government employees; individuals employed as baby-sitters or live-in companions hired to work in the employer's home; and outside salespeople compensated by commissions.

Ohio's minimum wage increase is the result of a constitutional amendment approved by Ohio voters in November 2006. The amendment provides that Ohio's minimum wage shall increase on January 1 each year by the rate of inflation.

As a reminder to employers, you are required to post Ohio's 2019 minimum wage and overtime information in a space that is easily visible to your employees. A copy of the Ohio Department of Commerce minimum wage poster is available [here](#).

