



NEBRASKA MINIMUM WAGE

Effective **July 24, 2007**
through **July 23, 2008**

\$5.85 Per hour

Effective **July 24, 2008**
through **July 23, 2009**

\$6.55 Per hour

Effective **July 24, 2009**

\$7.25 Per hour

NOTICE TO EMPLOYEES

Pursuant to and by virtue of authority vested in it by Chapter 48, Article 12, Section 48-1201 to 48-1209, Revised Statutes of Nebraska 1943, and Revised Statutes Supplement 2007 it is declared to be the policy of this state to:

- 1. Establish a minimum wage for all workers at levels consistent with their health, efficiency and general well-being, and
- 2. Safeguard existing minimum wage compensation standards which are adequate to maintain the health, efficiency and general well-being of workers against the unfair competition of wage and hour standards which do not provide adequate standards of living.

MINIMUM WAGE RATES

Every employer as defined, shall pay to each employee effective July 24, 2007, wages at the minimum rate **As Stated Above.**

\$2.13 Per hour: (to waitresses and waiters) provided that employee's wages and gratuities equal or exceed applicable rate as stated above.

A Training Wage of 75% of the applicable minimum wage may be paid to new employees under age 20 for the first 90 consecutive calendar days of employment

Upon approval by the Commissioner of Labor, employers may pay the training wage rate for an additional 90 days provided the employee is participating in an on-the-job training program.

*Student-learners employed in a bona fide vocational training program may be paid special hourly rates of no less than 75% of the above applicable rates.

DEFINITIONS

- 1. Employ shall include to permit to work;
- 2. Employer shall include any individual, partnership, limited liability company, association, corporation, business trust, legal representative or any organized group of persons employing four or more employees at any one time except for seasonal employment of not more than twenty weeks in any calendar year, acting directly or indirectly in the interest of an employer in relation to an employee.
- 3. Employee shall include any individual employed by an employer.
- 4. Wages shall mean all remuneration for personal services, including commissions and bonuses and the cash value of all remunerations in any medium other than cash.

EXEMPTIONS

- A. Any individual employed in agriculture;
- B. Any individual employed as a baby sitter in or about a private home;
- C. Any individual employed in a bona fide executive, administrative, or professional capacity, or as a superintendent or supervisor;
- D. Any individual employed by the United States, or by the state or any political subdivision thereof;
- E. Any individual engaged in the activities of an educational, charitable, religious, or nonprofit organization when the employer-employee relationship does not in fact exist or when the services rendered to such organization are on a voluntary basis;
- F. Apprentices and learners otherwise provided by law;
- G. Veterans in training under supervision of the United States Department of Veterans Affairs;
- H. A child in the employment of his or her parent or a parent in the employment of his or her child; or
- I. Any person who, directly or indirectly, is receiving any form of federal, state, county, or local aid or welfare and who is physically or mentally disabled and employed in a program of rehabilitation, who shall receive a wage at a level consistent with his or her health, efficiency, and general well-being.

For further information regarding the Nebraska Wage and Hour Act, contact the Nebraska Department of Labor at one of the below addresses.

301 Centennial Mall So. Lower Level Lincoln, NE 68509-5024 (402) 471-2239
5404 Cedar Street 3rd Floor Omaha, NE 68106-2365 (402) 595-3095

www.NebraskaWorkforce.com

Keep posted in a conspicuous place.

Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities.
TDD: 800.833.7352 • Lincoln: 402.471.2786

