

Effective September 30, 2024, the Florida minimum wage will be \$13.00 per hour.

On November 3, 2020, Florida voters approved a constitutional amendment to gradually increase the state's minimum wage each year until reaching \$15.00 per hour in September 2026. On September 30, 2024, Florida's minimum wage will increase to \$13.00 per hour. Each year thereafter, Florida's minimum wage will increase by \$1.00 until the minimum wage reaches \$15.00 per hour on September 30, 2026. Resuming in 2027, the minimum wage will be adjusted annually for inflation.

Employers must pay their employees the hourly state minimum wage for all hours worked in Florida. The definitions of *employer*, *employee*, and *wage*, for state purposes, are the same as those established under the federal Fair Labor Standards Act (FLSA) and its implementing regulations. Employers of *tipped employees*, who meet eligibility requirements for the tip credit under the FLSA, may credit toward satisfaction of the minimum wage tips up to the amount of the allowable FLSA tip credit of 2003. However, the employer must pay *tipped employees* a direct wage. The direct wage is calculated as equal to the minimum wage (\$13.00) minus the 2003 tip credit (\$3.02), or a direct hourly wage of \$9.98 as of September 30, 2024.

Employees who are not paid the minimum wage may bring a civil action against the employer or any person violating Florida's minimum wage law. The Attorney General, or other official designated by the State legislature, may also bring a civil action to enforce the State's minimum wage. FLSA information and compliance assistance can be found at: <https://www.dol.gov/agencies/whd/flsa>.

Section 448.109, Florida Statutes, requires employers who must pay their employees the Florida minimum wage to post a minimum wage notice in a conspicuous and accessible place in each establishment where these employees work. Florida's minimum wage notice is available for downloading in English, Spanish, and Creole from the Florida Department of Commerce's website at <https://www.floridajobs.org/business-growth-and-partnerships/for-employers/display-posters-and-required-notices>.

In addition to the Florida minimum wage notice, federal law requires employers to post a notice of the federal minimum wage. The federal poster can be downloaded from the U.S. Department of Labor's website at <https://www.dol.gov/agencies/whd/posters/flsa>.

For additional information, visit the Florida Department of Commerce, Bureau of Workforce Statistics and Economic Research webpage at <https://www.floridajobs.org/workforce-statistics>.

**FLORIDA LAW  
PROHIBITS  
DISCRIMINATION**

**BASED ON:**  
RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN,  
DISABILITY, AGE, PREGNANCY OR MARITAL STATUS.

**WHAT IS COVERED UNDER THE LAW:**

- EMPLOYMENT
- PUBLIC ACCOMMODATIONS
- RETALIATION AFTER FILING A CLAIM
- STATE EMPLOYEE WHISTLE-BLOWER RETALIATION

*If you feel that you have been discriminated against,  
visit our web site or call us!*

**FLORIDA COMMISSION ON  
HUMAN RELATIONS**

4075 Esplanade Way, Suite 110  
Tallahassee, Florida 32399  
<http://FCHR.state.fl.us>

Phone: (850) 488-7082  
Voice Messaging 1-800-342-8170

**LA LEY DE LA FLORIDA  
PROHIBE  
DISCRIMINACIÓN**

**BASADA EN:**  
RAZA, COLOR, RELIGIÓN, SEXO, ORIGEN NACIONAL,  
INCAPACIDAD, EDAD, EMBARAZO, O ESTADO CIVIL.

**LO QUE ESTÁ CUBIERTO BAJO LA LEY:**

- EMPLEO
- LUGARES DE ACOMODO PÚBLICO
- ACCIÓN VENGATIVE DESPUES  
DE PRESENTAR UNA QUEJA
- ACCIÓN VENGATIVA EN CONTRA DE PRESENTAR UNA QUEJA  
BAJO LA LEY DE "SOPLAÓN" (WHISTLE-BLOWER)

*¡Si usted siente que ha sido discriminado,  
visite nuestra página web o llámenos!*

**LA COMISIÓN DE RELACIONES  
HUMANAS DE LA FLORIDA**

4075 Esplanade Way, Suite 110  
Tallahassee, Florida 32399  
<http://FCHR.state.fl.us>

Teléfono: (850) 488-7082  
Correo de Voz: 1-800-342-8170



# To Employees:

- **Your Employer** is registered with the Florida Department of Revenue as an employer who is liable under the Florida Reemployment Assistance Law. This means that **You**, as employees, are covered by the Reemployment Assistance Program, formerly known as Unemployment Compensation Program.
- **Reemployment assistance taxes** finance the benefits paid to eligible unemployed workers. **Those taxes are paid by your employer and, by law, cannot be deducted from employee's wages.**
- You may be eligible to receive reemployment assistance benefits if you meet the following requirements:
  1. You must be totally or partially unemployed through no fault of your own.
  2. You must apply for benefits at <https://connect.myflorida.com>.
  3. You must register for work at [www.employflorida.com](http://www.employflorida.com).
  4. You must have a history of sufficient employment and wages.
  5. You must be **Able** to work and **Available** for work.
- You may file a claim for partial unemployment for any week you work less than full time due to lack of work if your wages during that week are less than your weekly benefit amount.
- You must report all earnings while claiming benefits. Failure to do so is a third-degree felony with a maximum penalty of 5 years imprisonment and a \$5,000 fine.
- Discharges related to misconduct connected with work may result in disqualification with a penalty period **AND** remain in effect until a set amount of wages have been earned with new employment.
- Voluntarily quitting a job without good cause attributable to the employer may result in disqualification until a set amount of wages have been earned with new employment.
- If you have any questions regarding reemployment assistance benefits, contact the Florida Department of Commerce, Reemployment Assistance Program at:

**Florida Department of Commerce  
Division of Workforce Services  
Reemployment Assistance Program  
1-800-204-2418  
[www.floridajobs.org](http://www.floridajobs.org)**

**This notice must be posted in accordance with Section 443.151(1) Florida Statutes, of the Florida Reemployment Assistance Program Law.**