



issues

OUR BUSINESS IS SMALL BUSINESS

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FLORIDA'S MINIMUM WAGE GOING UP AGAIN JANUARY 1ST – YOUR NEW POSTER IS ENCLOSED

The **current** Florida minimum wage is \$6.79 per hour and \$3.77 for tipped employees. The amount of Florida's minimum wage changes each year in September and takes effect the following January. **The new Florida minimum wage for calendar year 2009 will be \$7.21 per hour and \$4.19 for tipped employees.**

There is also a federal minimum wage, which is currently \$6.55 an hour. Every since the Florida minimum wage was enacted, it has been higher than the federal minimum wage, so Florida employers have had to pay the higher Florida wage. However, there is a new wrinkle this year: on July 24, 2009, the federal minimum wage increases to \$7.25 an hour, which will make it 4 cents higher than the Florida rate.

Florida employers must pay whichever minimum wage (state or federal) is higher. **This means that from 1/1/09 through 7/23/09, employers must pay the Florida minimum wage of rate of \$7.21 an hour. Then, on July 24, 2009, employers must increase the minimum wage from \$7.21 to \$7.25.**

Florida employers are required to display a Florida-specific minimum wage poster and the federal wage and hour poster. Because the minimum wage is changing, this means you need a new minimum wage poster. This poster

requirement is in addition to the federal requirement to post a notice of the federal minimum wage/child labor laws; as a Florida employer, you must post both notices.

As a benefit of your FUBA membership, FUBA has **enclosed a FREE minimum wage poster** for your business. Do not be fooled by poster companies soliciting posters for a high price. As part of our member services, FUBA makes sure you are aware of all new poster requirements so you do not have to pay outrageous prices for employment posters. This poster contains specific language outlining the duty of employers to pay the minimum wage, employee rights, and the penalties for not complying with Florida's minimum wage law.

Simply display this new poster next to your all-in-one poster FUBA provided you when you first joined, and you will be in full compliance with the new poster requirement. Please note: you must display **both** the Florida minimum wage poster and the Federal minimum wage poster.

If you have questions about Florida's new minimum wage posting requirement or would like extra copies of the poster, please call the FUBA offices at 800-262-4483 or email us at fuba@fuba.org. The price is \$5 each, plus state sales tax and shipping and handling.

FREE CLASSES ON WORKERS' COMPENSATION

The state Division of Workers' Compensation is offering business owners and employers another

FLORIDA UNITED BUSINESSES ASSOCIATION

Post Office Box 1302 Tallahassee, Florida 32302 Phone: (850) 681-6265 Fax: (850) 681-0765

round of free classes on the requirements of Florida's workers' compensation laws. Topics will include:

- Key definitions
- Who is required to have workers' comp insurance
- Who is eligible for exemptions from workers' comp
- Contractor responsibilities
- State enforcement of the workers' comp laws
- OSHA/Workplace Safety

Attention contractors: Continuing education units (CEU's) are available to contractors whose license requires continuing education in Workers' Compensation and Workplace Safety.

Advance registration for these classes is required and can be made via the Division's website at www.myfloridacfo.com/WC. For more information, email

bocseminars@MyFloridaCFO.com or call 813-229-6518. Or, we can fax you a registration form; just call the FUBA offices at 800-262-4483.

Here are the locations, dates and times of the classes:

- **Daytona Beach**
February 6, 2009
9:00 a.m.
Center for Business Excellence
329 Bill France Blvd
- **Ft. Myers**
January 13, 2009
1:00 p.m.
Career & Service Centers of SW Fl
4150 Ford St Extension
- **Gainesville**
February 24, 2009
9:00 a.m.
Florida Works Alachua County
4800 SW 13th St
- **Jacksonville**
February 5, 2009
9:00 a.m.
- **Miami**
January 27, 2009
9:00 a.m.
401 NW 2nd Ave
South Tower, Room 124
- **Orlando**
February 19, 2009
9:00 a.m.
State Office Building
Hurston Building Complex
400 W Robinson Street
South Tower, Conference Room A
- **Pensacola**
February 26, 2009
9:00 a.m.
West Florida Regional Library
200 W Gregory Street
- **Tallahassee**
February 25, 2009
9:00 a.m.
Southwood – Betty Easley Conference Center
4075 Esplanade Way, Room 152
- **Tampa**
January 15, 2009
9:00 a.m.
Park Trammel Bldg (State Office Bldg)
1313 N Tampa St, Suite 603
- **Plantation**
January 28, 2009
9:00 a.m.
Fl Dept of Financial Services
Division of Insurance Fraud
499 NW 70th Ave, Suite 309
- **West Palm Beach**
January 29, 2009
9:00 a.m.
Central Career Center
1951 N Military Trail, Suite D

Fl Dept of Law Enforcement
921 N Davis St, Bldg E