



Summary of Public Act 19-4 “An Act Increasing the Minimum Fair Wage”

Minimum Wage: \$11.00 effective on October 1, 2019
\$12.00 effective on September 1, 2020
\$13.00 effective on August 1, 2021
\$14.00 effective on July 1, 2022
\$15.00 effective on June 1, 2023

On October 15, 2023, and on each October fifteenth thereafter, the Labor Commissioner shall announce the adjustment in the minimum fair wage which shall become the new minimum fair wage and shall be effective on January first immediately following.

On January 1, 2024, and not later than each January first thereafter, the minimum fair wage shall be adjusted by the percentage change in the employment cost index, or its successor index, for wages and salaries for all civilian workers, as calculated by the United States Department of Labor, over the twelve-month period ending on June thirtieth of the preceding year, rounded to the nearest whole cent.

Gratuity Allowances (“Tip Credit”) for Service Employees

Date	Minimum Wage	Direct or Cash Wage	Difference
October 1, 2019	\$11.00	\$6.38	\$4.62
September 1, 2020	\$12.00	\$6.38	\$5.62
August 1, 2021	\$13.00	\$6.38	\$6.62
July 1, 2022	\$14.00	\$6.38	\$7.62
June 1, 2023	\$15.00	\$6.38	\$8.62

Gratuity Allowances (“Tip Credit”) for Bartenders

October 1, 2019	\$11.00	\$8.23	\$2.77
September 1, 2020	\$12.00	\$8.23	\$3.77
August 1, 2021	\$13.00	\$8.23	\$4.77
July 1, 2022	\$14.00	\$8.23	\$5.77
June 1, 2023	\$15.00	\$8.23	\$6.77

Effective October 1, 2019

The rates for all persons under the age of eighteen years, except emancipated minors, shall be not less than eighty-five per cent of the minimum fair wage for the first ninety days of such employment, or ten dollars and ten cents per hour, whichever is greater, and shall be equal to the minimum fair wage thereafter, except in institutional training programs specifically exempted by the commissioner.

- This modified section eliminates learners and beginners, and adjusts the “first 200 hours of employment” rule to 90 days for the 85% minimum wage rate.