

● MINIMUM WAGE LAW

STATUTORY CITATION: Idaho Code §§ 44-1501 – 44-1509

GENERAL SUMMARY: The Minimum Wage Law establishes a state minimum wage, applicable to most employers in Idaho and their employees. The minimum wage rate is set in the statute to conform to and track the federal minimum wage, which is currently \$7.25 per hour.

PROVISIONS APPLICABLE TO AGRICULTURE: With the notable exceptions explained below, most workers employed in agricultural labor are entitled to the state minimum wage.

Exceptions — The Idaho minimum wage law does not apply to any individual older than 16 years of age who (1) is employed as a hand harvest worker, (2) is paid on a piecework basis, in an operation customarily paid on a piecework basis in the region of employment, (3) commutes to the farm daily from his or her permanent residence, and (4) was employed in agriculture less than 13 weeks during the preceding calendar year.

Hand-harvest workers 16 years old and younger working piecework on the same farm as their parents, and on the same piecework basis as workers over age 16, are also excluded from the state minimum wage.

SPECIAL NOTES OR ADVISORIES

RETALIATION — It is illegal for an employer to fire or in any other manner discriminate against a worker because the worker made a claim, testified in a proceeding, or discussed or consulted with anyone concerning the worker's rights under this law.

ADMINISTRATION AND ENFORCEMENT

PRIMARY ENFORCEMENT AGENCY — Wage and Hour Bureau, Idaho Department of Labor, Boise, Idaho 83735 (208-332-3570). This agency is responsible for enforcing compliance with the state minimum wage law. The agency has broad authority to investigate wage claims filed by workers under this law and the state wage payment laws. Workers who have not received the minimum wage to which they believe they are entitled should contact the Department's nearest labor compliance officer.

SECONDARY OR ASSOCIATED ENFORCEMENT AGENCY — None.