



Minimum Wage Increases to **\$11.00 per hour** Effective January 1, 2022

Tipped Employees

Tips plus wages must now meet Virginia's minimum wage rate

As of May 1, 2021, training wages may be increased

The complete training wage regulation is available on the Virginia Town Hall website, <https://townhall.virginia.gov/>

Training Wages:

- ◆ Applies to employees younger than 20 years of age
- ◆ Is restricted to the first 90 days of employment

Some employees previously exempt *may now be covered as eligible employees.*

These include:

- ◆ **Domestic Service** - Services related to the care of an individual in a private home or the maintenance of a private home or its premises
 - ◇ May be on a permanent or temporary basis
 - ◇ Includes services such as companions, cooks, waiters, butlers, maids, valets, and chauffeurs
- ◆ **Home care providers**
- ◆ **Babysitters** who work more than 10 hours per week

For More Information, please visit :

- ◆ VA LIS: <https://lis.virginia.gov/cgi-bin/legp604.exe?201+sum+SB7>
- ◆ VA definitions: <http://law.lis.virginia.gov/vacode/title40.1/chapter3/section40.1-28.9/>
- ◆ VA min wages: <http://law.lis.virginia.gov/vacode/title40.1/chapter3/section40.1-28.10/>
- ◆ FLSA: <https://www.law.cornell.edu/uscode/text/29/chapter-8>

Questions?

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