

■ **FLORIDA MINIMUM WAGE ACT**

TERMS: Farmworkers who are employed by a farm establishment that used more than 500 worker-days of agricultural labor during any calendar quarter of the preceding calendar year (for example, 50 workers employed for 10 days, 20 workers employed for 25 days, or any other such combination) must be paid no less than the state minimum wage.

Effective January 1, 2017, Florida's minimum wage is \$8.10 an hour. The minimum wage rate is adjusted on September 30 each year, to reflect changes in the cost of living. The revised rate goes into effect the following January 1.

ENFORCEMENT: Workers who believe they have been denied their right to receive the state minimum wage must file suit in civil court to enforce compliance, using a private attorney or public legal service provider. Before filing suit, however, a worker must notify the employer involved of the intent to sue and identify the minimum wage rate the worker believes he or she is entitled to, the dates and hours of work, and the total amount of unpaid wages claimed.

SPECIAL NOTE: An employer may not fire, discipline or discriminate against a worker because the worker has filed a complaint or made use of any other right granted by these provisions.