**Minimum Wage $8.00**

Effective January 1, 2008

M.G.L. chapter 151, sections 1 and 2

The minimum wage law applies to all employees except those being inhabited or trained in charitable, educational, religious institutions, members of religious orders, agriculture, floricultural, and horticultural workers, those in professional service; and outside salespersons not reporting to or visiting their office daily. For further information regarding the Massachusetts wage minimum wage, contact the Massachusetts Division of Occupational Safety at (617) 626-6707 or visit www.mass.gov/esa/whd.

Wage, salary, or service is considered earned for all time during which the wages or earnings were earned:

- **If employed for five or six days in a calendar week, within six days of the end of the pay period during which the wages were earned:**
- **If employed seven days in a calendar week, within seven days of the end of the pay period during which the wages were earned:**
- **An employee who has worked for a period of less than five days (also known as a casual employee), within seven days of the end of the period:**

An employee who resigns his or her employment must be paid in full on the following Saturday. An employee involuntarily terminated from employment or following regular pay day, or in the absence of a regular pay day, no later than the following day.

**Payment of Wages**

M.G.L. chapter 149, section 148

Wages (payment for all hours worked, including tips, vacation pay, holiday pay, and defined and determined deductions) must be paid within the following time periods:

- **If employed for five or six days in a calendar week, within six days of the end of the pay period during which the wages were earned:**
- **If employed seven days in a calendar week, within seven days of the end of the pay period during which the wages were earned:**
- **An employee who has worked for a period of less than five days (also known as a casual employee), within seven days of the end of the period:**

Tips

M.G.L. chapter 149, section 152A

Tips pooling in which tips are distributed to any person or not a wort labor, service employee, or service barhander in proportion to the service provided by those persons.

Under no circumstances may management employees or owners receive any portion of their employees’ tips.

**Meal Breaks**

M.G.L. chapter 149, sections 100 and 101

Employees who work a period of more than four hours are entitled to a 30-minute meal break. Employees must be relieved of all duties during the meal break.

Compensation for the 30-minute meal break must be paid by the employer who has voluntarily agreed to waive his or her meal break by (1) working through his or her meal break, or (2) agreeing to remain on premises during the meal break.

The law does not apply to:

- Seven works, glass works, paper mills, lettuce establishments, print works, breeching works or dyers works. Exemptions may be granted for other continuous processes in factories, workshops or mechanical establishments, or under other special circumstances.

**Travel Time**

45 CMR 2.03(4)

Ordinary travel between home and work is not compensable working time. However, if an employee who regularly works at a fixed location is required, by a common carrier of passengers by motor-vehicle or otherwise, to report to a location other than his or her regular work site, the employee shall be compensated for all travel time incurred in reporting to the location.

**Reporting Pay**

45 CMR 2.03(1)

When an employer is scheduled to work these or more hours reports for duty or at the time set by the employer, and that employee is not provided with the expected hours of work, the employee shall be paid for at least three hours on such day at not less than the basic minimum wage. This provision shall not apply to organizations granted status as charitable organizations under the Internal Revenue Code.