

DIVISION OF EMPLOYMENT & REHABILITATION SERVICES

**** All Staff ****

Informational Broadcast (IB)

21-017

INCREASE IN THE ARIZONA MINIMUM WAGE

Effective January 1, 2022

This Informational Broadcast is to remind all Division of Employment and Rehabilitation Service staff, Jobs Program Contractors, Supplemental Nutrition Assistance Program Career Advancement Network (SNAP CAN) Contractors, and Senior Community Service Employment Program (SCSEP) Contractors, Local Workforce Development Boards, staff, service providers, and other interested parties that in accordance with Arizona's Fair Wages and Healthy Families Act, the State of Arizona's minimum wage increases to **\$12.80** per hour effective January 1, 2022.

Arizona's Fair Wages and Healthy Families Act applies to all employees, with the following exceptions:

- A person who is employed by a partner or a sibling;
- A person who is employed performing babysitting services in the employer's home on a casual basis;
- Any person employed by the State of Arizona; however, political subdivisions of this state would be required to comply with the state minimum wage law;
- Any person employed by the United States government;
- Any person employed in a small business grossing less than \$500,000 in annual revenue, if that small business is not covered by the Federal Fair Labor Standards Act; and
- Employees who regularly received tips and who are otherwise exempt under federal minimum wage laws. For any employee who customarily and regularly receives tips or gratuities, an employer may pay a wage up to \$3.00 per hour less than the minimum wage.

NOTE: The Federal minimum wage remains \$7.25 per hour.

Please ensure that all appropriate personnel have been informed of this change in Arizona law. For more information, please visit:

<https://www.azica.gov/labor-minimum-wage-main-page>

Please send any questions regarding this Informational Broadcast to

TitlePolicy@azdes.gov.