

FACT SHEET

State Minimum Wage Coverage for Farm Workers



Most farm workers in Idaho must be paid at least state minimum wage according to state law.

See details on the back of this Fact Sheet or visit our Web site at labor.idaho.gov.

“We are committed to administering this law in a fair and balanced way. Our goal is to make the implementation of this minimum wage law as user friendly and as simple as possible. Our intent is to help farmers comply with the law and to assure, through our wage claim process, that farm workers are paid for the hours they work.”

ROGER B. MADSEN

Director, Idaho Department of Labor



For more information, visit our Web site at labor.idaho.gov

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TIMING

- ▶ The law became effective January 1, 2002.

COVERAGE

- ▶ The law guarantees farm workers the state minimum wage of \$7.25 an hour as of July 24, 2009, on all farms except for the following employees:
 - ▶ The employer's immediate family members;
 - ▶ Seasonal hand harvest workers paid on a piece rate basis where the employee commutes daily from a permanent residence and works less than 13 weeks a year;
 - ▶ Children 16 or younger employed in hand harvest labor on the same farm as their parents; and
 - ▶ Employees engaged in range production of livestock (cattle and sheep).
- ▶ The law does not require farm workers to be paid overtime.
- ▶ This law does not require farm workers to be paid only on an hourly basis. They can work and be paid on a piece rate basis. However, when working on a piece rate basis, it is necessary for employers to keep records to document that the amount earned by piece rate is not less than \$7.25 an hour as of July 24, 2009, the minimum hourly wage.

RECORD KEEPING

- ▶ Records should include:
 1. Employee's name, home address, occupation, sex, and birth date (if under 19 years of age);
 2. Hour and day when workweek begins;
 3. Total hours worked each workday and workweek;
 4. Total daily or weekly straight time earnings;
 5. Regular hourly pay rate;
 6. Deductions from wages;
 7. Total wages paid each pay period; and
 8. Date of wage payment and pay period covered.
- ▶ Records do not have to be kept in any particular form and time clocks need not be used.
- ▶ Records must be kept for a minimum of three years.
- ▶ Employees must be paid for all hours worked in a workweek. In general, hours worked includes all time an employee must be on duty, or on the employer's premises or at any other prescribed place of work.

ENFORCEMENT

- ▶ When wage complaints are filed, the department will enforce the state farm worker minimum wage law through its wage claim process.

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For more information, visit our Web site at labor.idaho.gov

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