DOLI VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY

Virginia Minimum Wage Act Quick Guide

MINIMUM WAGE $13.75 PER HOUR

EFFECTIVE JANUARY 1, 2027

COVERAGE

The Virginia Minimum Wage Act applies to private sector workers in the Commonwealth, as well as employees of the Commonwealth and any of its agencies, institutions, or political subdivisions, and any public body. Every worker covered by the Virginia Minimum Wage Act must be paid at least the Virginia minimum wage*, regardless of an employer's volume of business or number of employees.

*See Code of Virginia § 40.1-28.9 for exemptions

AGRICULTURE

Beginning January 1, 2027, farm laborers must be paid at least the Virginia minimum wage.

TIPPED EMPLOYEES

Under the "tip credit" provisions of the FLSA, tipped employees (those who regularly receive more than $30.00 a month in tips) must be paid at the tipped minimum wage of $2.13 per hour. However, an employee's hourly wages plus tips must meet the Virginia minimum wage rate of $13.75 per hour. If they do not, an employer must pay the difference to an employee so that they earn at least $13.75 per hour.

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