

VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY

Virginia Minimum Wage Act Fact Sheet

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 a rate not less than the Virginia minimum wage, regardless of an employer's volume of business or number of employees.

HOURLY

Must be paid at a rate not less than the Virginia minimum wage rate.

SALARIED

Must have a salary that equates to or exceeds the Virginia minimum wage rate.

COMMISSION, PIECE RATE & TIPPED EMPLOYEES

Must have their total earnings equate to at least the Virginia minimum wage rate for all hours worked.

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COVERAGE (CONTINUED)

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, if a tipped employee fails to earn enough tips to reach the Virginia minimum wage rate, the employer must pay them the difference.

FILE A CLAIM

All Virginia employers must pay covered employees at a rate not less than the minimum wage.

Employees who believe they are not receiving the required minimum wage may file a wage complaint with the Virginia Department of Labor and Industry.

SCAN FOR MORE INFORMATION

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