Basic Minimum Wages Credit for Tipped Employees
1. Beginning January 1, 2016, employers may take up to a 75% credit against the minimum wage of tipped employees for tips received by such employees in excess of $5.69 per hour. The credit may be taken for the first $5.69 of the minimum wage and will be equal to the amount of tips in excess of $5.69 per hour.

Pay Employee Wages
1. Pay employee wages at least twice a month, with no more than 19 days between paydays (W. Va. Code §21-5-3(a)).
2. Pay employee the required minimum wage rate.
3. Provide employees with at least 1 full pay period’s written notice before making any changes to an employee’s rate of pay, fringe benefits, the time and place for meeting payroll, or any other existing terms or conditions of employment (W. Va. Code St. R. §42-5-4.2).

UNEMPLOYMENT COMPENSATION

Permissible Minimum Wage Credit for Tipped Employees
1. Beginning January 1, 2016, employers may take up to a 75% credit against the minimum wage of tipped employees for tips received by such employees in excess of $5.69 per hour. The credit may be taken for the first $5.69 of the minimum wage and will be equal to the amount of tips in excess of $5.69 per hour.

TOTAL UNEMPLOYMENT
You are considered totally unemployed during any week in which you have earnings or income of $150 or less (after any assignment of your wages to your employer for the purpose of paying your unemployment benefits in the amount of 75% of your net wages are exempt from assignment (W. Va. Code §21-5-3(e))).

PAYMENT OF WAGES
1. An employee may pay an employee under the age of 18 years, first hand or on the July 1, 2006, at a rate no less than 75% percent of the Federal minimum wage rate of $5.15 per hour.
2. An employee may pay an employee under the age of 18 years, first hand or on the July 1, 2006, at a rate no less than 75% percent of the Federal minimum wage rate of $5.85 per hour.
3. An employer may pay an employee under the age of 20 years, first hand or on the July 1, 2006, at a rate no less than 75% percent of the Federal minimum wage rate of $5.44 per hour for the first 80 days of employment.
4. An employer may not pay the employee the required minimum wage rate.

Minimum Wage
1. Permissible Minimum Wages Credit for Tipped Employees
2. For the week for which you receive unemployment compensation under W. Va. Code §21-13-1, a week under W. Va. Code §21-13-2, and a week under W. Va. Code §21-13-3, a week in which you earned $2200 gross wages in covered employment during two or more consecutive weeks.
3. For the week in which you were unemployed because of a labor dispute.
4. For the week in which you were unemployed because of a vacation at a specified time that was decided in advance and for which you were paid in advance by the employer (W. Va. Code §21-13-3).
5. For the week in which you were unemployed because of sickness or personal reasons.
6. For the week in which you were unemployed because of a strike.
7. For the week in which you were unemployed because of a lockout.
8. For the week in which you were unemployed because of a vacation at a specified time that was decided in advance and for which you were not paid in advance by the employer (W. Va. Code §21-13-3).
9. For the week in which you were unemployed because of a lockout.
10. For the week in which you were unemployed because of a vacation at a specified time that was decided in advance and for which you were not paid in advance by the employer (W. Va. Code §21-13-3).
11. For the week in which you were unemployed because of a vacation at a specified time that was decided in advance and for which you were paid in advance by the employer (W. Va. Code §21-13-3).
12. For the week in which you were unemployed because of a vacation at a specified time that was decided in advance and for which you were not paid in advance by the employer (W. Va. Code §21-13-3).

Unemployment Compensation Benefit Rate Table

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Notices To Employees — Unemployment Benefits

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