**Wisconsin Labor Laws**

### Wisconsin Minimum Wage Rates

**Effective July 24, 2009 (Wis. Stat. ch. 104)**

<table>
<thead>
<tr>
<th>Non-Agricultural Employment</th>
<th>Non-Opportunity Youth</th>
<th>Opportunity Youth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ages 14-15</td>
<td>$7.25 per Hour</td>
<td>$4.35 per Hour</td>
</tr>
<tr>
<td>Ages 16+</td>
<td>$7.25 per Hour</td>
<td>$4.35 per Hour</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Lodging</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Ages 16+</td>
<td>$7.25 per Hour</td>
<td>$4.35 per Hour</td>
</tr>
</tbody>
</table>

**For employees who work more than 52 consecutive weeks:**

- **Ages 14-15:** $7.25 per Hour
- **Ages 16+:** $7.25 per Hour

**For employees who work less than 52 consecutive weeks:**

- **Ages 14-15:** $4.35 per Hour
- **Ages 16+:** $4.35 per Hour

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**Wisconsin Maximum Allowances for Board and Lodging Effective July 24, 2009**

<table>
<thead>
<tr>
<th>Meals</th>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Ages 14-17 or Minors</td>
<td>$7.25 per Hour</td>
<td>$5.90 per Hour</td>
</tr>
<tr>
<td>Ages 18+</td>
<td>$7.25 per Hour</td>
<td>$5.90 per Hour</td>
</tr>
</tbody>
</table>

**Permitted Time of Day**

- **7am-7pm:** $7.25 per Hour
- **7am-9pm:** $5.90 per Hour

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**Layoff Notification**

- **Notice:** Wisconsin law, employees have rights and employers have certain obligations to give proper notice to employees and state and federal laws also apply.
- **Q: What is a "business closing"?**
  - An employer may provide notice only if an employee is considered to be a "reasonable suspect," which does not include any employee suspected of a violation of the law that is a business closing.
- **Q: What is a "mass layoff"?**
  - A "mass layoff" is defined as a layoff of 25% of the employer's workforce or 25 employees, whichever is greater.

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**Employee Rights Under Wisconsin’s Business Closing/Mass Layoff Notification Law**

- If an employer lays off an employee, the employer must give notice to the employees in accordance with the law.
- If an employee is laid off, the employer must give notice to the employees in accordance with the law.
- If an employee is laid off, the employer must give notice to the employees in accordance with the law.
- **What if an employer violates the law?**
  - An employer may be held liable for a violation of the law.
  - Employees may be entitled to receive notice if they are counted as part of "business closing" or "mass layoff."