

Subminimum wages for youth or trainees by state

State	Minimum Wage (2016)	State Subminimum Youth/Training Wage Information
Alabama	None	Aligns with federal requirements https://labor.alabama.gov/docs/guides/UC_childlabor_childlaborbrochure.PDF
Alaska	9.75	Youth under age 18 employed part-time for not more than 30 hours in any week; A student participating in a University of Alaska practicum described under AS 14.40.065; http://labor.alaska.gov/lss/forms/child-labor-law-summary.pdf
Arizona	8.05	There is no distinction made between adults and minors when it comes to payment of the minimum wage.
Arkansas	8.00	11-4-210. Minimum wage. (b) With respect to any full-time student attending any accredited institution of education within this state and who is employed to work an amount not to exceed twenty (20) hours during weeks that school is in session or forty (40) hours during weeks when school is not in session, the rate of wage shall be equal to but not less than eighty-five percent (85%) of the minimum wage provided in this section. http://www.labor.ar.gov/divisions/pages/childlabor.aspx
California	10.00	(page 6) http://www.dir.ca.gov/dlse/ChildLaborLawPamphlet.pdf
Colorado	8.31	Minimum wage (MW) is \$8.31 per hour for all adult employees and emancipated minors. Unemancipated minors under 18 may be paid \$7.06 per hour. https://www.colorado.gov/pacific/sites/default/files/Minimum%20Wage%20Order%2032%20Fact%20Sheet.pdf
Connecticut	9.60	Minors in Connecticut may be paid 85% of \$9.60 (\$8.16) Connecticut's minimum wage for the first 200 hours of employment in any industry or occupation. https://www.ctdol.state.ct.us/wgwkstnd/faqs-minors.htm
Delaware	8.25	
D.C.	10.50	§ 32–241. Programs for employment and training of young District domiciliaries. https://beta.code.dccouncil.us/dc/council/code/titles/32/chapters/2/

Florida	8.05	
Georgia	5.15	
Hawaii	8.50	
Idaho	7.25	The current Idaho state minimum wage is \$7.25 an hour, the same as the federal minimum wage. The minimum wage for a tipped employee is \$3.35 per hour. A training minimum wage of \$4.25 per hour can be paid to employees under 20 years old for the first 90 calendar days of employment. In most cases, minors must be at least 14 years of age to work in nonagricultural jobs. Idaho Child Labor Laws are found in Idaho Code sections 44-1301 through 44-1308.
Illinois	8.25	Guarantees a minimum wage of \$8.25 per hour for workers 18 years of age and older; workers under 18 may be paid \$.50 per hour less than the adult minimum wage. Credit for tips may not exceed 40% of the applicable minimum wage. Employers may apply for licenses to pay sub-minimum rates to learners and certain workers with physical and mental limitations. Overtime must be paid after 40 hour of work per week at time and one-half the regular rate.
Indiana	7.25	Training Wage Indiana employers may pay \$4.25 per hour to employees under 20 years of age for the first 90 consecutive calendar days after the employee is initially employed by the employer. http://www.in.gov/dol/files/Indiana2009MinimumWage.pdf
Iowa	7.25	Yes. An Iowa employer is allowed to pay an "initial employment wage" of \$6.35 per hour for the first 90 days. Iowa's "initial employment wage" is not the same thing as the federal "training wage" that allows certain employees to be paid less than minimum wage. Iowa's "initial employment wage" may only be paid for a total of 90 calendar days of employment with the same employer.
Kansas	7.25	
Kentucky	7.25	
Louisiana	None	
Maine	7.50	Beginning October, 1, 2009, the minimum wage is \$7.50 per hour. Maine does not have a training wage or student wage below the minimum. http://www.maine.gov/labor/posters/childlabor.pdf
Maryland	8.25	Employees under 20 years of age: must earn at least 85% of the State Minimum Wage Rate for the first 6 months of employment. https://www.dllr.state.md.us/labor/wages/empm.shtml

Massachusetts	10.00	The \$10.00 minimum wage applies to all employees except those being rehabilitated or trained in charitable, educational, or religious institutions; members of religious orders; agricultural, floricultural, and horticultural workers**; those in professional service, outside salespersons not reporting to or visiting their office daily and public employees***. http://www.mass.gov/eohhs/docs/dph/occupational-health/18-and-under/ma-guide-working-teens.pdf
Michigan	8.50	A training wage of \$4.25 per hour may be paid to employees 16-19 years of age for the first 90 days of their employment. Minors 16-17 years of age may be paid 85% of the minimum hourly wage rate. http://www.michigan.gov/lara/0,4601,7-154-59886_27909-140972--,00.html
Minnesota	9.50 large sales volume/ 7.25 small	As of Aug. 1, 2016 Large employers must pay at least \$9.50 an hour (annual gross volume of sales made or business done of \$500,000 or more). Small employers must pay at least \$7.75 an hour (annual gross volume of sales made or business done of less than \$500,000). The training wage rate is \$7.75 an hour (90-day training rate paid to employees who are younger than 20 years of age). The youth wage rate is \$7.75 an hour (may be paid to employees younger than 18 years of age).
Mississippi	None	
Missouri	7.65	Most employers/businesses* must pay employees, including youth, at least the state minimum wage rate of \$7.65. Employers not subject to the minimum wage law can pay employees wages of their choosing. *Employers engaged in retail or service businesses whose annual gross income is less than \$500,000 are not required to pay the state minimum wage rate.
Montana	8.05/4.00	The higher minimum wage is for employers with gross sales volume over \$110,000. No tip credit, training wage or meal credit is allowed. Exempt from minimum wage/overtime: a) Students participating in a distributive education program established under the auspices of an accredited educational agency. (Prior approval required.) http://erd.dli.mt.gov/Portals/54/Documents/Labor-Standards/dli-erd-ls012.pdf
Nebraska	9.00	A Training Wage of 75% of the federal minimum wage may be paid to new employees under age 20 for the first 90 consecutive calendar days of employment. Upon approval by the Commissioner of Labor, employers may pay the training wage rate for an additional 90 days provided the employee is participating in an on-the-job training program. *Student-learners employed in a bona fide vocational training program may be paid special hourly rates of no less than 75% of the above applicable rates. https://dol.nebraska.gov/webdocs/Resources/Items/Notice%20to%20Employees-%20English.pdf

Nevada	8.25/7.25 w health benefits	
New Hampshire	Minimum wage repealed in 2011	<p>IV. These limitations shall not apply to a person with less than 6 months' experience in an occupation; provided, however, such person shall not be paid less than 75 percent of applicable statutory minimum wage in an occupation, after application is filed by the employer with the labor commissioner within 10 days after hire.</p> <p>V. These limitations shall not apply to a person 16 years of age or under; provided, however, such person shall not be paid less than 75 percent of applicable statutory minimum wage rate and evidence of such person is kept on file by the employer. http://gencourt.state.nh.us/rsa/html/xxiii/279/279-21.htm</p>
New Jersey	8.38	<p>The state minimum wage does not apply to</p> <ul style="list-style-type: none"> • Full-time students employed by their college or university at not less than 85 percent of the effective minimum wage rate • Minors under 18 years of age except as provided in N.J.A.C. 12:56-11, 12:56-13, 12:56-14 and N.J.A.C. 12:57, Wage Orders for Minors
New Mexico	7.50	The state minimum wage does not apply to persons who are 18 or younger who are not students of a primary, secondary, vocational or training school, or to persons 18 or younger who are not graduates of a secondary school. For these workers, the federal subminimum wage would apply.
New York	9.00	
North Carolina	7.25	<p>For full-time students, learners, apprentices, and handicapped employees, the employer may pay 85% of the federal minimum wage for those full-time students who are covered by the federal FLSA.</p> <p>http://www.nclabor.com/wh/fact%20sheets/youthmw.htm</p>
North Dakota	7.25	<p>Certain full-time students may be paid 90 percent of the minimum wage, rounded to the lowest nickel.</p> <p>http://www.nclabor.com/posters/English/allposters_eng.pdf</p>
Ohio	8.10/7.25 when gross \$283,000 or less	<p>"Employees" under the age of 16 shall be paid no less than the current federal minimum wage rate.</p> <p>http://198.234.41.198/w3/webwh.nsf/allbykey/0a2cc2509843265a852566180051af2e</p>
Oklahoma	7.25 /2.00	The minimum wage for employers with 10 or more employees or gross over \$100,000 is \$7.25; the wage is \$2.00 for all others.

Oregon	9.50 rural/9.75 all other	ORS 653.070 and OAR 839-020-0015 establish the requirements for paying a student learner a subminimum wage of no less than 75% of the applicable minimum wage. The employer must submit an application to BOLI signed by the employer, prospective employee and legal guardian of employee. The Labor Commissioner can grant, on a case-by-case basis, an application only after determining that numerous conditions are satisfied. One such condition is that the minimum wage would substantially curtail the prospective employee's opportunities for employment. Another condition is that employing a student learner may not have the effect of displacing a worker employed in the establishment. The employee may not spend more than 8 hours a day or 40 hours a week on a combination of school instruction and employment.
Pennsylvania	7.25	If the Secretary finds that the requested employment of students at less than the minimum wage is necessary in order to prevent curtailment of opportunities for employment, the Secretary may issue a certificate to the employer authorizing employment at a wage less than the prescribed minimum rate; provided however, that the wage may not be less than 85% of the otherwise applicable minimum wage established in section 4 of the act (43 P. S. § 333.104). http://www.pacode.com/secure/data/034/chapter231/s231.61.html
Rhode Island	9.60	1) Full-time students under 19 years of age working in nonprofit religious, educational, librarial, or community service organizations: As of 1/1/16 \$8.64 per hour (90% of applicable minimum) 2) 14 and 15 year olds who do not work more than 24 hours in a week. For any week in which a 14 or 15 year old works more than 24 hours, the higher applicable minimum rate must be paid for all hours worked in that week. As of 1/1/16 \$7.20 per hour (75% of applicable minimum) http://www.dlt.ri.gov/ls/minwage.htm
South Carolina	None	South Carolina rules and regulations on child labor are identical to those adopted by the US Department of Labor, Wage and Hour Division. These rules limit the work hours of persons 14 and 15 years old and prohibit the employment of persons under 18 years of age in occupations determined to be hazardous. http://www.llr.state.sc.us/Labor/index.asp?file=wages/childlabor.htm
South Dakota	8.55	Effective January 1, 2016, non-tipped employees under 18 are entitled to receive \$8.55 an hour. *The 2015 South Dakota Legislature passed a bill proposing a youth minimum wage of \$7.50 an hour for non-tipped employees under 18. The legislation has been referred to a public vote that will take place in November, 2016. http://dlr.sd.gov/wagehrs/minimumwage.aspx#youthmin
Tennessee	None	
Texas	7.25	
Utah	7.25	Minor employees (under 18 years of age) may be paid \$4.25 per hour, as a training wage, for the first 90 days of employment http://laborcommission.utah.gov/FAQ/wages.html

Vermont	9.60	
Virginia	7.25	
Washington	9.47	The minimum wage for 16- and 17-year-old workers is the same as for adults — \$9.47 in 2016. Minors under 16 may be paid 85% (\$8.05) of the state minimum wage. http://www.lni.wa.gov/WorkplaceRights/TeenWorkers/Wages/
West Virginia	8.75	An employer may pay an employee under the age of 20 a subminimum training wage not less than \$6.40 per hour for a cumulative period of up to ninety days employee. If any business has not been in operation for more than ninety days at the time the employer hired the employee, the employer may pay the employee the subminimum training wage for an additional 90-day period. http://www.legis.state.wv.us/wvcode/ChapterEntire.cfm?chap=21&art=5C&section=2
Wisconsin	7.25	Opportunity Employees: \$5.90 per Hour; Opportunity Tipped Employees: \$2.13 per Hour. “Opportunity employee” means an employee who is not yet 20 years old and who has been in employment status with a particular employer for 90 or fewer consecutive calendar days from the date of initial employment. https://dwd.wisconsin.gov/dwd/publications/erd/pdf/erd_9247_p.pdf
Wyoming	5.15	All employees under twenty (20) years of age may be paid \$4.25 per hour for the first 90 consecutive days of employment. Thereafter they must be paid the prescribed minimum of \$5.15 per hour; http://www.wyomingworkforce.org/_docs/labor/Handy-Reference-Guide.pdf
Federal	\$7.25	A minimum wage of not less than \$4.25 may be paid to employees under the age of 20 for their first 90 consecutive calendar days of employment with any employer as long as their work does not displace other workers. A state or local minimum wage law may prohibit an employer from paying the lower federal youth wage.