

## California Minimum Wage

Generally, the law requires employers to pay their employee not less than the minimum wage per hour. The Federal Law, consistent with the Fair Labor Standards Act (FLSA), sets a minimum wage per hour that employers must pay their employees.

In most States, separate State Labor Laws govern the minimum hourly rate. Consequently, employers must pay employees based on whichever minimum wage rate is higher. For example, **California minimum wage** rate for this year is \$8.00 per hour, which is 10 percent higher than the \$7.25 federal minimum wage rate. Therefore, workers in California are entitled to receive no less than \$8.00 per hour except if their employer has applied for exemptions.

Unfortunately not all workers receive fair compensation for their work. If you are receiving less than what the state prescribes, a **California Wage Law Attorney** can help you sort out the situation. Violation of the minimum wage can take several forms. Below are some of the common violations that can put employers accountable for legal action.

- Non-payment or payment less than the set **California minimum wage** for any part of the total hours worked, even if the average hourly rate meets the minimum wage.
- Paycheck issued by the employer does not clear or cannot be converted to cash.
- Employer pays close to the minimum wage but requires additional tasks even before the employee clocks in or clocks out for the shift.
- Employer pays close to the minimum wage but requires additional tasks during rest breaks or meal breaks.
- Employer deducts certain amount from your paycheck due to errors or damage to property while at work, which deduction causes your hourly rate to fall below the minimum wage rate.

Perhaps, there are thousands of workers in this same predicament but don't know what to do. If you are among them, the best thing you can do is to seek professional advice from a reliable and trustworthy **California Wage Law Attorney**.

Filing a wage dispute is not that easy though. **California minimum wage** claims follow a legal process, one that is often tedious and extensive. But with the expertise of an attorney specializing at labor laws, you can hasten the process and even improve your chances of getting just claims. Aside from having the peace of mind, a wage law attorney can guide you through essential procedures that will strengthen your claim. Here are some of the initial steps you can do if you think you are paid less than the minimum wage rate.

- Keep a complete and detailed documentation of your salary to back your wage claim. Secure a record of the hours worked for the employer and all records relevant to your wage. Also, document your expenses incurred due to underpayment or nonpayment of the employer.
- Clarify the matter with the employer. This is to ensure that the event did not simply arise from faulty computation of your pay. Keep copies of correspondence coming from your employer.
- Initiate a formal dialogue with your employer. Exhaust all possible settlement options in accordance with your company policy.

If the problem remains unsettled despite exhausting all remedies, you can plan legal course of action against your employer. When it comes to **California minimum wage** claims, make sure to get only the best in the field. **California Wage Law Attorney** is dedicated to protect and uphold you rights without undue delay.