



Youth Employment

Does Your Business Employ Youth? Here is what you need to know

What is the Youth Wage?

Eligible employees may be paid no less than 85% of the city minimum wage for the first 90 consecutive calendar days after initial employment by their employer.

Who may be paid the Youth Wage?

Employees who are fourteen (14)–seventeen (17) years old may be paid the youth wage.

Does an employer have to provide any training to an employee paid at the youth wage?

No. Employers who are not a part of a Youth Training Program are not required to meet any training requirements in order to pay an eligible employee the youth wage during the first 90 days of employment.

When does the 90-day eligibility period start and end?

The eligibility period runs for 90 consecutive calendar days beginning with the first day of work for an employer. The 90-day period is counted as consecutive days on the calendar, not days of work. It does not matter how many days during this period the youth actually performs any work. After more than 90-days after the date of hire, employees who are fourteen (14)-seventeen (17) years old will be paid the city minimum wage.

What happens if an employee reaches 18 years of age before he or she has worked the full 90-day eligibility period for the employer? Can the employee still be paid the youth wage for the full 90-day period?

No. Eligible employees may be paid the youth wage up to the day before their 18th birthday. On and after their 18th birthday, their pay must be raised to no less than the city minimum wage.

May an employer hire only employees 14-17 years of age at the youth wage and employ them only for 90 days each?

No. Such a practice would be illegal. It would be a violation of the anti-displacement provisions if an employer employed individuals at the youth wage for the 90-day eligibility period and then terminated their employment in order to hire other employees at the youth wage.

May an employer terminate an employee in order to hire someone at the youth wage?

No. Employers may not take any action to displace any employee for the purpose of employing someone at the youth wage.

What does "displacement" mean?

"Displacement" includes termination, or any reduction in an employee's hours, wages, or employment benefits.