

**Minimum Wage
Increases But
There Are
Exemptions**

As many of you already know, the minimum wage rose to \$4.25 per hour as of April 1. In addition, the Fair Labor Standards Act also requires time-and-one-half pay for more than 40 hours of work per week.

However, there are exemptions for both the minimum wage and overtime pay requirements for golf courses that

operate seven or fewer months per year, or that earned at least two-thirds of their income during a six-month period of the previous calendar year. There are also provisions for employers to pay a training wage for up to 90 days.

Workers must be under 20 years of age and the training wage must be at least 85 percent of the minimum wage.

Monroe Miller, superintendent at Blackhawk CC in Madison, Wis., said his course's base wage has been affected by the increase. However, he said he anticipated the increase and budgeted for the impact on his payroll expense.

"I think the kids deserve it. They work hard and are here at 5 a.m. sharp," Miller said. "I usually start out employees at a level higher than the minimum wage anyway."

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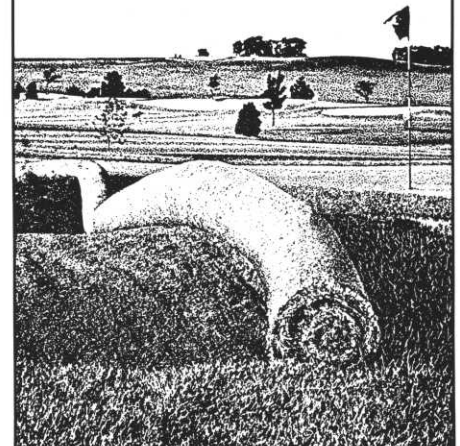


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