

EMPLOYEE RIGHTS



UNDER THE VIRGIN ISLANDS FAIR LABOR STANDARDS ACT

MINIMUM WAGE **\$12.00** PER HOUR BEGINNING APRIL 24, 2026

The law requires employers to display this poster where employees can read it.

Tourist Services and Restaurant Tipped Employees **\$4.80**

(If the hourly wage and tips do not equal \$12.00 the employer shall assure the minimum wage is paid)

OVERTIME PAY Time and a half the regular rate of pay for work:
Over 8 hours per day
Over 40 hours per week
Any hours on the sixth (6th) and/or seventh (7th) consecutive day

***VARIATION** Tourist and Restaurant Industries Workers are paid:
Overtime on the 6th and 7th day, only if 40 hours were first worked during the first five or six consecutive days.
Overtime on the 7th consecutive day
NOTE: In the tourism and Restaurant industries overtime is exempt on the 6th consecutive day providing 40 hours of work is not exceeded during said work week

CHILD LABOR Employees under 18 years of age may not work in hazardous occupations.

RECORD KEEPING Employers are required to maintain accurate records of hours worked by all employees each day and each work week. These records must be maintained and retained for **three (3) years**. These records must be made available to the Department of Labor upon inspection when requested.

ENFORCEMENT The Virgin Islands Department of Labor is mandated by law to conduct investigations to enforce this legislation. Employers may also be **finned up to \$2,500** for violations of the law.

WRONGFUL DISCHARGE If discharged, employees may file a Wrongful Discharge complaint with the Department of Labor, within thirty (30) days of the date the employee was discharged.

JOB DISCRIMINATION Employees who believe they have been discriminated against (refusal to hire or employ or barred or discharged from employment; or in compensation, term, conditions, or privileges of employment, be cause of **race, sex, religion, color or ancestry** may file a complaint with the Department of Labor with **180 days** of the alleged unlawful act(s).

Employees who file complaints or participate in Wage and Hour Investigations are protected from discharge.

FOR MORE INFORMATION Contact the Virgin Islands Department of Labor, Division of Labor Relations

Honorable Gary Molloy
Commissioner

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