

Your Rights Under The Virgin Islands Labor Standards Act

Virgin Islands Title 24 chapter 1

MINIMUM WAGE:	\$8.35 per hour
	Tourist Services and Restaurant Tipped Employees \$3.34 <i>(If the hourly wage and tips do not equal \$8.35 the Employer shall assure the minimum wage is paid)</i>
OVERTIME PAY:	Time and one half the regular rate of pay for work: Over 8 hours per day Over 40 hours per week Any hours on the sixth (6 th) and/or seventh (7 th) consecutive day
*VARIATION:	Tourism and Restaurant Industries Workers are paid: Overtime on the 6 th and 7 th day, only if 40 hours were first worked during the first five or six consecutive days Overtime on the 7 th consecutive day <i>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.</i>
CHILD LABOR:	Employees under 18 years of age may not work in hazardous occupations.
RECORD KEEPING:	Employees are required to maintain accurate records of hours worked by all employees each day and each workweek. 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 fined 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, terms, conditions, or privileges of employment, because of race, sex, age, religion, color or ancestry) may file a complaint with the Department of Labor within 180 days of the alleged unlawful Act(s). Employees who file complaints or participate in Wage and Hour Investigations are protected from discharge under VI Title 24 Chapter 1 Subsection 14.

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