



U.S. Department of Labor  
Wage and Hour Division

If you would like more information  
call toll-free: **1-866-4US-WAGE**  
(**1-866-487-9243**) or visit our web site  
at [www.wagehour.dol.gov](http://www.wagehour.dol.gov)

**A p p a r e l I n d u s t r y W o r k e r s**

**M** **Minimum wage:** As an employee of a garment shop you must be paid at least the federal minimum wage for all hours worked, regardless of whether you are paid hourly or at piece rate. Normally time spent in training and doing repair work should be paid. Some state laws provide greater employee protections; employers must comply with both.

**Overtime:** The law requires that normally you be paid 1<sup>1/2</sup> times your regular rate of pay for all hours worked over 40 in a workweek, even if you are paid at piece rates.

**Homework:** Work on garments at home is normally prohibited.

**Records:** Records should be kept of all wages paid and all hours worked regardless where the work is performed.

**Child labor:** 16 years old is the minimum age to perform garment production.