

CITY OF TUCSON'S MINIMUM WAGE ACT

MINIMUM WAGE **\$15.00 PER HOUR** TUCSON MINIMUM WAGE ACT - PROP 206

WHEN:

Jan. 1, 2025 - Dec. 31, 2025

WHO IS COVERED:

1. Any individual employed by an employer and who, in a work week, performs at least five (5) hours of work in the city limits of Tucson, AZ in any given calendar year; and,
2. is or was employed by an employer regardless of the employer's location or the individual's immigration status.

TIPPED EMPLOYEES:

For a "tipped employee," meaning an employee who customarily and regularly receives more than \$30 per week in tips, the employer may apply a tip credit to offset the employer's minimum wage obligation. However, the tip credit cannot exceed \$3 per hour, and the employee's total compensation (wages plus tips) cannot be less than the required minimum wage.

EMPLOYEE RIGHTS:

- To be paid or to earn no less than the hourly minimum wage.
- To be paid all wages earned for all hours worked (i.e. promised/agreed upon rate, overtime, tips and gratuities, etc.).
- To be provided written notice of the hourly minimum wage, rights and law provisions.

COMPLIANCE:

Any person or organization may file an administrative complaint through the City of Tucson's Labor Standards Unit alleging that an employer has violated this law. The City may bring an enforcement action against the employer. Violations of the city's Minimum Wage Act are civil infractions, and may result in monetary penalties and fines, orders to comply, and liability for back pay to employees.

RETALIATION PROHIBITED:

No employer or other person shall discharge or take any other adverse action against any employee or person in retaliation for:

- Asserting any claim or exercising any right under the Minimum Wage Act;
- Assisting any other person in filing a complaint or assisting in an investigation; or
- Informing any person about their rights.



For additional information, you may refer to the city's website at
tucsonaz.gov/minimumwage
Or call (520) 791-5611