Minimum Wage Increases to $12.00 per hour
Effective January 1, 2023

Employees previously exempt from minimum wage coverage may now be covered under the Virginia Minimum Wage Act.

These include:

- **Domestic Service Employees** - Employees who perform services related to the care of an individual in a private home or the maintenance of a private home or its premises.
  - May be on a permanent or temporary basis
  - Includes services such as companions, cooks, waiters, butlers, maids, valets, and chauffeurs
- **Home care providers**
- **Babysitters** who work more than 10 hours per week

The Virginia Minimum Wage Act does not exempt employees based on the size of their employer. Employees of “small” businesses generally must be paid at a rate of no less than $12.00 per hour.

For More Information, please visit:


Questions?
Contact the Labor Law Division

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