



GOVERNMENT OF  
THE VIRGIN ISLANDS OF THE UNITED STATES

DEPARTMENT OF LABOR

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Division of Labor Relations

**ATTENTION EMPLOYERS/ EMPLOYEES**

**VIRGIN ISLANDS LABOR STANDARDS REQUIRE:**

MINIMUM WAGE: \$6.15 per hour

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<sup>th</sup>) and/or seventh (7<sup>th</sup>) consecutive day

\*VARIATION: Tourism and Restaurant Industries Workers are paid:

- ◆ Overtime on the 6<sup>th</sup> and 7<sup>th</sup> day, only if 40 hours were first worked during the first five or six consecutive days
- ◆ Overtime on the 7<sup>th</sup> consecutive day
- ◆ *NOTE: In the Tourism and Restaurant industries overtime is exempt on the 6<sup>th</sup> 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 are to be maintained and retained for three years. These records must be made available to the VI Department of Labor for inspection when requested.

ENFORCEMENT: The Virgin Islands Department of Labor makes routine investigations to enforce this legislation. Employers may also be fined up to \$2,500 for any violations of this law.

WRONGFUL DISCHARGE: If discharged, employees may file wrongful discharge complaints with the Department of Labor within 30 (30) days of the date the employee was discharged.

JOB DISCRIMINATION: Employees who believe they are being discriminated against by a refusal to be hired, discharged from employment, unfair compensation and condition of employment or privileges of employment due to race, sex, age, religion, color, national origin and disability may file a complaint with Labor Relation Division/VIDOL within one hundred eighty (180) days of the alleged unlawful practice.

In accordance with the Virgin Islands Code Title 24, Chapter 1, employees who file complaints or participate in Wage and Hour investigations are protected from discharge or any other retaliatory acts.

FOR MORE INFORMATION: Please contact us at the address/phone & fax number provided above.

Revised: January 1, 2007