

A BILL FOR AN ACT

To require all employers, including those employing service workers who customarily and regularly receive tips or other compensation from customers for personal service, pay minimum wage to their employees.

THE PEOPLE OF PALAU REPRESENTED IN THE OLBIIL ERA KELULAU DO ENACT AS FOLLOWS:

1 **Section 1. Amendment.** 30 PNC § 125 is hereby amended to read as follows:

2 “(a) Except as provided in this Section, ~~E~~every employer in the Republic
3 shall pay a minimum wage of \$2.50 per hour. All employers not otherwise
4 exempted shall pay the minimum wage to their employees, including employers in
5 the hotel, motel, tourist, restaurant, or other industries whose employees may
6 customarily and regularly receive tips for direct and personal customer service.
7 However, ~~F~~this minimum wage shall not apply to non-profit organizations or to
8 businesses whose annual gross revenue income is not more than \$100,000.00, nor
9 to the employment of students, or other employees hired on a probationary basis,
10 for a period not to exceed 90 days, nor to the employment of any employee
11 employed pursuant to a work permit, nor to a foreign business enterprise or foreign
12 entity operating in Palau that is required, pursuant to 28 PNC § 108(k)(9), to pay
13 the minimum wage of the national government.

14 (b)....”

15 **Section 2. Effective Date.** This act shall take effect upon its approval by the
16 President, or upon becoming law without such approval, except as otherwise provided by
17 law.

Date: 1-27-09

Introduced by: /s/
Toribiong, Joel, Senator