

The Florida Minimum Wage Act (FMWA) allows a private cause of action against an employer for state-regulated minimum wage and functions analogously to the federal Fair Labor Standards Act ("FLSA"). This Act is codified in Section 448.110 of the Florida Statutes and currently sets Florida's minimum wage at \$7.67 per hour. The federal minimum wage is currently \$7.25 per hour. As defined by the FLSA, an employer includes "any person acting directly or indirectly in the interest of an employer in relation to an employee" 29 U.S.C. § 203(d). An officer of a corporation is deemed an "employer" within the meaning of the FLSA and is personally liable under the FMWA if the officer was either "involved in the day-to-day operation" or had "some direct responsibility for the supervision of the employee." *Patel v. Wargo*, 803 F.2d 632, 638 (11th Cir. 1986).

For more information about minimum wage and overtime, visit us at: [Orlando Overtime Pay](#).