



Georgia Law Alert

JUNE 10, 2025

Georgia Eliminates Subminimum Wage

Starting July 1, 2025, Georgia will begin phasing out the subminimum wage for employees with disabilities.

Employers with a valid U.S. Department of Labor (DOL) certificate that allows this practice and was issued *on or before July 1, 2025*, can continue to pay employees with disabilities less than the minimum wage for a limited time, but they'll need to increase wages as follows:

- By July 1, 2026, they must pay at least half of the federal minimum wage
- By July 1, 2027, they must pay at least the federal minimum wage

Employers in Georgia that did not get a valid DOL certificate by July 1, 2025, won't be able to pay employees with disabilities less than the federal minimum wage.

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