

MINIMUM WAGE EMPLOYER APPEALS PROCESS



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Do you admit
the
allegations?

NO

Request a hearing
examiner within
15 working days
of notice of
violation.

**Hearing Before
Hearing Examiner:**

- Both parties can show and reasonably rebut and cross-examine evidence and argument.
- You can only use records provided to HREEO during the investigation. The examiner will submit their findings and recommendations to Council.

The Council will:

- Consider the record
- Determine if there was a violation.
- Determine penalties, wages, and fines.
- If applicable, the council:
- Will hear and may accept, reject, or modify conclusions and recommendations of the hearing examiner.
- May impose some or all costs of a contested hearing before a hearing examiner.

YES

Request a hearing
before the council
regarding the
proposed
restitution
and/or penalty
within 15 days of
notice of
violation.

- Pay wages, fines, and corrections within 15 business days of the issuance of the notice of violation.
- Provide the Department with payment verification.

**Do you accept the
proposed restitution
or sanctions?**

YES

NO