



The Commonwealth of Massachusetts
Department of Labor Standards
Minimum Wage Program
19 Staniford Street, 2nd Floor
Boston, MA 02114

WORKPLACE CERTIFICATE

WAIVER OF MINIMUM WAGE LAWS FOR STUDENT EMPLOYEES

In accordance with 454 C.M.R. §27.06(1)(b) Western New England University is hereby granted a license permitting payment of not less than 80 percent of the basic minimum wage rate to students enrolled in and employed by the school. The waiver is for the following period:

January 1, 2021 through December 31, 2021

This waiver is conditioned upon strict compliance with all other provisions of the Minimum Fair Wage Law and Regulations.

**Any person with questions about the general applicability of the Minimum Fair Wage Law or Regulations, or about the granting of this certificate, should contact the:
Department of Labor Standards: (617) 626-6952**

**Any person with questions about possible violations of the Minimum Fair Wage Law or Regulations should contact the
Office of the Attorney General, Fair Labor Division Hotline: (617) 727-3465**

DATE: November 13, 2020

A handwritten signature in black ink that reads "Michael Flanagan".

Michael Flanagan, Director

THIS NOTICE MUST BE POSTED IN A CONSPICUOUS PLACE