Pennsylvania's [normal state minimum wage rate](https://www.minimum-wage.org/pennsylvania) is $7.25 per hour.

Pennsylvania labor law allows tipped employees to be paid a lower cash wage than the standard Pennsylvania minimum wage by their employers, as up to $4.42 in tips earned per hour can be deducted from their wage as a "Tip Credit". This means that, with the maximum tip credit taken, tipped employees must be paid a cash wage of at least $2.83 per hour, for a total minimum compensation of $7.25 per hour (including tips).

In Pennsylvania, a "tipped employee" is defined as an employee who in the normal course of their duties receives more than $30 in tips per month.

Tipped Minimum Wage

$7.25

Maximum Tip Credit

$4.42

Minimum Cash Wage

$2.83