**Section 200.330 Rate of Pay**

a) Employees shall be paid their hourly rate of pay when taking paid leave time.

b) *Employees who work in an occupation where gratuities are customarily the form of payment shall be paid at least the full minimum wage in the jurisdiction where the employer is located* or the agreed upon base hourly wage rate, whichever is higher, *for all paid leave hours.*

c) Employees who work in an occupation where commissions are customarily the form of payment shall be paid at least the full minimum wage in the jurisdiction where the employer is located or the agreed upon base hourly wage rate, whichever is higher, for all paid leave hours.

d) Employees who earn compensation through any other method shall be paid their hourly rate of pay when taking paid leave.