


# Minimum wage rates

Effective: Jan. 1, 2024

	WAGE RATE
<b>Large employer</b> – Any enterprise with annual gross revenues of \$500,000 or more	<b>\$10.85/hour</b>
<b>Small employer</b> – Any enterprise with annual gross revenues of less than \$500,000	<b>\$8.85/hour</b>
<b>Training wage</b> – May be paid to employees aged 18 and 19 the first 90 consecutive days of employment	 dli.mn.gov/minwage
<b>Youth wage</b> – May be paid to employees aged 17 or younger	
<b>J-1 Visa</b> – May be paid to employees of hotels, motels, lodging establishments and resorts working under the authority of a summer work, travel Exchange Visitor (J) nonimmigrant visa	

## OVERTIME

Time-and-one-half the employee's regular rate of pay

Small or state-covered employers	Large and federally covered employers
After <b>48</b> hours	After <b>40</b> hours

## SICK AND SAFE TIME

Sick and safe time is paid leave employers must provide to employees in Minnesota that can be used for certain reasons, including when an employee is sick, to care for a sick family member or to seek assistance if an employee or their family member has experienced domestic abuse.

An employee earns one hour of sick and safe time for every 30 hours worked and can earn a maximum of 48 hours each year unless the employer agrees to a higher amount.



dli.mn.gov/sick-leave

## RETALIATION PROHIBITED

An employer may not discharge, discipline, penalize, interfere with, threaten, restrain, coerce, or otherwise retaliate or discriminate against an employee regarding the employee's compensation, terms, conditions, location or privileges of employment because the employee reports a violation of any law or refuses to participate in an activity the employee knows is a violation of law.

**mn** DEPARTMENT OF  
LABOR AND INDUSTRY

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Posting required by law in a location where employees can easily see this notice.

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