

Minimum wage and other requirements

Minimum wage effective Jan. 1, 2026

State minimum wage – Applies to all employers in Minnesota.

\$11.41/hour

Training wage – May be paid to employees under the age of 20 during the first 90 consecutive days of employment.

\$9.31/hour



dli.mn.gov/minwage

OVERTIME

Overtime is the required payment of time-and-one-half an employee's regular rate of pay.

State-only covered employers and employees

After **48** hours in a workweek

Federally covered employers and employees

After **40** hours in a workweek

WAGE THEFT

Wage theft occurs when an employer fails to pay wages earned by its employees, including minimum wage, overtime or other required rates of pay.



dli.mn.gov/wagetheft

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, sexual assault or stalking.

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.



sickleave.mn.gov

RETALIATION PROHIBITED

An employer must not discharge, discipline, penalize, interfere with, threaten, restrain, coerce, or otherwise retaliate or discriminate against an employee for exercising their rights under the law, including reporting a violation or participating in an investigation.

REPORT VIOLATIONS

To report violations of these and other labor laws, contact the Labor Standards Division at dli.laborstandards@state.mn.us or 651-284-5075.



dli.mn.gov/laborlaw