

# Minimum wage and other requirements

## Minimum wage effective Jan. 1, 2025

**State minimum wage** – Applies to all employers in Minnesota.

**\$11.13**/hour

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

**\$9.08**/hour



[dli.mn.gov/minwage](https://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.

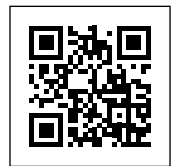


[dli.mn.gov/wagetheft](https://dli.mn.gov/wagetheft)

### 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.



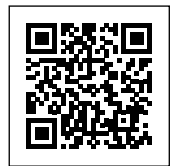
[sickleave.mn.gov](https://sickleave.mn.gov)

### 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](mailto:dli.laborstandards@state.mn.us) or 651-284-5075.



[dli.mn.gov/laborlaw](https://dli.mn.gov/laborlaw)



Minimum wage posting required by law in a location where employees can easily see the posting.