

Effective: Jan. 1, 2019

<b>MINIMUM WAGE RATE</b>	
<b>Large employer</b> — Any enterprise with annual gross revenues of \$500,000 or more	<b>\$9.86</b> /hour
<b>Small employer</b> — Any enterprise with annual gross revenues of less than \$500,000	
<b>Training wage</b> — May be paid to employees aged 18 and 19 the first 90 consecutive days of employment	<b>\$8.04</b> /hour
<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) non-immigrant visa	<b>\$8.04</b> /hour

<b>OVERTIME</b>	Time-and-one-half the employee's regular rate of pay	<b>Small or state-covered employers</b>	<b>Large and federally covered employers</b>
		After <b>48</b> hours	After <b>40</b> hours

<b>EMPLOYEE RIGHTS</b>	An employer may not discharge, discipline, threaten, discriminate or penalize an employee regarding the employee's compensation, 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.
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View complete wage-rate information at  
[www.dli.mn.gov/business/employment-practices/minimum-wage-minnesota](http://www.dli.mn.gov/business/employment-practices/minimum-wage-minnesota).

**DEPARTMENT OF LABOR AND INDUSTRY**

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