

## Labor Standards -- Minnesota's minimum-wage law

### Minimum-wage rate adjusted for inflation as of Jan. 1, 2018

Minnesota's minimum-wage rates will be **adjusted for inflation** beginning Jan. 1, 2018, to \$9.65 an hour for large employers and \$7.87 an hour for other state minimum wages.

### Minimum-wage rates

Provision	Amount until Dec. 31, 2017	Amount as of Jan. 1, 2018
Large employer wage	\$9.50/hour	\$9.65/hour
Small employer wage	\$7.75/hour	\$7.87/hour
90-day training wage (under 20 years of age)	\$7.75/hour	\$7.87/hour
Youth wage (under 18 years of age)	\$7.75/hour	\$7.87/hour

### Handouts

- Employer fact sheet: "[Minimum wage rates](#)"
- Employer fact sheet: "[Employer size and minimum wage](#)"
- [Minimum wage brochure](#)
- [2016 Minimum-wage Report](#), published May 2017

### State and federal minimum-wage law

- The state minimum wage is higher than the federal minimum wage, so employees who are covered by both laws must be paid the higher state minimum wage.
- Minimum-wage rates apply to all hours worked, whether part time or full time.
- Employees must be paid at least the current minimum-wage rate, no matter how they are paid.

### Tip credit

- No employer may take a tip credit against minimum wages in Minnesota.
- An employee must be paid at least that minimum wage per hour plus any tips the employee might earn.

### Exempt employees

- A partial list of exempt employees includes: bona fide executive, administrative or professional workers; babysitters; volunteers of nonprofit organizations; and employees subject to the provisions of the [U.S. Department of Transportation](#) (drivers, drivers' helpers, mechanics and loaders).
- Under [Minnesota Statutes 177.28](#), the Department of Labor and Industry is authorized to issue a permit to a disabled worker (performance-limited employee) unable to earn the state minimum-wage, to work at a wage commensurate with his or her ability. View the [Disabled-worker employment information guide](#).
- For a complete list of exempt employees see [Minnesota Statutes 177.23, subd. 7](#).



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