

■ MINNESOTA FAIR LABOR STANDARDS ACT

TERMS:

Minimum Wage —

Large Employers — Farm operators and other agricultural establishments that have annual sales of \$500,000 or more must pay their workers age 20 and over no less than \$9.50 for every hour of work. For the first 90 consecutive days of employment, workers under the age of 20 may be paid no less than \$7.75 an hour.

Small Employers — Farm employers with annual sales of less than \$500,000 must pay all their workers no less than \$7.75 for every hour of work.

Beginning in 2017, these rates are expected to be increased annually, to reflect changes in the cost of living.

Exceptions — The state minimum wage *does not apply* to workers in the following categories:

- (1) Farmworkers who receive a salary (that is, the worker is not paid by the hour) and work on a farming unit or operation where no more than 2 such workers are employed.
- (2) Farmworkers who receive a weekly salary (not hourly wages) greater than a certain prescribed minimum — currently \$698 or more on a large farm, \$569 or more on a small farm.
- (3) Workers under 18 years of age who are employed to perform hand field work when one or both of the worker's parents are also hand field workers.
- (4) Workers under 18 who are employed to detassel corn.

Deductions — No direct or indirect deductions may be made for any of the following items if the deduction would lower the worker's pay to below the applicable minimum wage:

- (1) Special clothing required by the employer and generally not appropriate for use except on that job.
- (2) Purchased or rented equipment used on the job.
- (3) Consumable supplies required in the course of work.
- (4) Job-related transportation, other than travel between the worker's residence and the workplace.

Recordkeeping — Every employer subject to the Act must keep a record of (1) the name, address and occupation of each worker, (2) the rate of pay and amount paid each pay period to each worker, and (3) the hours worked each day and each workweek by the worker.

Posting — Every employer subject to the Minnesota Fair Labor Standards Act must post a summary of the law and the associated regulations in a conspicuous location easily accessible to the workers.

ENFORCEMENT: *Labor Standards Division, Minnesota Department of Labor and Industry, St. Paul, Minnesota 55155 (651-284-5070).*

As an alternative to filing a claim with the state agency, the law gives workers the right to sue the employer in civil court to collect unpaid minimum wages, using a private attorney or a public legal services program.

SPECIAL NOTE: A person may not fire, discipline or discriminate against a worker because the worker has filed a complaint or made use of any other right granted by this law.