

# Minimum wage rates

Effective: Jan. 1, 2021

## MINIMUM WAGE RATE

**Large employer** – Any enterprise with annual gross revenues of \$500,000 or more

**\$10.08**/hour

**Small employer** – Any enterprise with annual gross revenues of less than \$500,000

**Training wage** – May be paid to employees aged 18 and 19 the first 90 consecutive days of employment

**\$8.21**/hour

**Youth wage** – May be paid to employees aged 17 or younger

**J-1 Visa** – 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

**\$8.21**/hour

### OVERTIME

Time-and-one-half the employee's regular rate of pay

**Small or state-covered employers**

After **48** hours

**Large and federally covered employers**

After **40** hours

### EMPLOYEE RIGHTS

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.

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  
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