



## EMPLOYER FACT SHEET

# MINIMUM WAGE RATES

### NEW MINIMUM WAGE LAW AS OF AUG. 1, 2016

PROVISION	NEW LAW
Large employer wage	\$9.50/hour on Aug. 1, 2016
Small employer wage	\$7.75/hour on Aug. 1, 2016
90-day training wage (under 20 years of age)	\$7.75/hour on Aug. 1, 2016
Youth wage (under 18 years of age)	\$7.75/hour on Aug. 1, 2016
Inflation increase	Inflation increase starts Jan. 1, 2018

### STATE AND FEDERAL MINIMUM WAGE LAW

- There are both state and federal minimum wage laws.
- 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.
- To determine whether you are a small or large employer, view the employer fact sheet "**Business size and minimum wage**" at [www.dli.mn.gov/MinWage](http://www.dli.mn.gov/MinWage).



### CONTACT INFORMATION

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Notice: This flier is a brief summary of Minnesota law and is intended as a guide. It is not to be considered a substitute for Minnesota Statutes regarding minimum wage laws.

This document can be provided in different forms, such as audio, Braille or large print, by calling (651) 284-5005 or 1-800-342-5354.