Minimum wage and other requirements

2026 minimum wage – Applies to all employers in Minnesota.	**$11.87**/hour
2026 training wage – May be paid to employees under the age of 20 during the first 90 consecutive days of employment.	**$9.68**/hour

dli.mn.gov/minwage

OVERTIME

Overtime is the required payment of time-and-one-half an employee's regular rate of pay.

State-only covered employers and employees	Federally covered employers and employees
After **48** hours in a workweek	After **40** hours in a workweek

WAGE THEFT

Wage theft occurs when an employer fails to pay wages earned by its employees, including minimum wage, overtime or other required rates of pay.

dli.mn.gov/wagetheft

SICK AND SAFE TIME

Sick and safe time is paid leave employers must provide to employees in Minnesota that can be used for certain reasons, including when an employee is sick, to care for a sick family member or to seek assistance if an employee or their family member has experienced domestic abuse, sexual assault or stalking. Sick and safe time is different than Minnesota Paid Leave.

sickleave.mn.gov

REST AND MEAL BREAKS

Employers must allow at least a 15-minute rest break within every four hours of consecutive work and at least a 30-minute meal break if a shift lasts six or more consecutive hours.

dli.mn.gov/breaks

RETALIATION PROHIBITED

An employer must not discharge, discipline, penalize, interfere with, threaten, restrain, coerce, or otherwise retaliate or discriminate against an employee for exercising their rights under the law, including reporting a violation or participating in an investigation.

dli.mn.gov/retaliation

REPORT VIOLATIONS

To report violations of these and other labor laws, contact the Labor Standards Division at dli.laborstandards@state.mn.us or 651-284-5075.

DEPARTMENT OF LABOR AND INDUSTRY

Minimum wage posting required by law in a location where employees can easily see the posting.

October 2026