

# Minimum wage rates

**Effective: Aug. 1, 2015, to July 31, 2016**

<b>MINIMUM WAGE RATE</b>	
<p><b>Large employer</b> – Any enterprise with an annual gross dollar volume of sales made or business done of \$500,000 or more</p>	<b>\$9.00</b> /hour
<p><b>Small employer</b> – Any enterprise with an annual gross volume of sales made or business done of less than \$500,000</p> <p><b>Training wage</b> – May be paid to employees younger than 20 years of age for the first 90 consecutive days of employment</p> <p><b>Youth wage</b> – May be paid to employees younger than 18 years of age</p>	<b>\$7.25</b> /hour
<p><b>J-1 Visa</b> – Applies to employees of hotels, motels, lodging establishments and resorts working under the authority of a summer work, travel Exchange Visitor (J) non-immigrant visa</p>	<b>\$7.50</b> /hour

<b>OVERTIME</b>	Time-and-one-half the employee's regular rate of pay	<b>Small or state-covered employers</b>	<b>Large and federally covered employers</b>
		After <b>48</b> hours	After <b>40</b> hours

<b>EMPLOYEE RIGHTS</b>	
	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 future wage rate changes at [www.dli.mn.gov/MinWage](http://www.dli.mn.gov/MinWage).

*For more information about Minnesota wage and hour requirements, contact:*

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[www.dli.mn.gov/MinWage](http://www.dli.mn.gov/MinWage)

**Posting required by law.**

July 2015

*This material can be provided to you in different formats (Braille, large print or audio) if you call (651) 284-5005 or 1-800-342-5354.*