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Minnesota wage and hour cheat sheet

Minimum wage, overtime, breaks, final pay, and record retention on one sheet. Rates verified November 2026.

Minimum wage

$11.41 per hour since January 1, 2026, for all employers in the state (Minn. Stat. § 177.24). During the first 90 consecutive days of employment, an employer may pay an employee under 20 years of age a training wage of $9.31 per hour, but may not displace another employee, even partly by cutting hours, wages, or benefits, in order to hire at the training wage. Minnesota allows no tip credit: no employer may count tips toward the minimum wage, so tipped employees must receive the full minimum wage plus their tips, and tips paid by card or e-payment must be passed on in full by the next pay period. The rate rises to $11.87 per hour, and the training wage to $9.68, on January 1, 2027. Minneapolis and St. Paul have their own minimum wage ordinances that require higher rates for work performed in those cities.

Overtime

Minnesota law: 1.5x the regular rate for all hours worked over 48 per workweek, unless the employee is exempt under Minnesota Statutes 177.23, subdivision 7 (Minnesota Fair Labor Standards Act, Minn. Stat. § 177.25). Federal law: employers covered by the federal FLSA must pay overtime for all hours worked in excess of 40 per workweek. The Minnesota Department of Labor and Industry lists these as employers that produce or handle goods for interstate commerce, businesses with gross annual sales of more than $500,000, and hospitals, nursing homes, PCA and CFSS agencies, private and public schools, and federal, state, and local government agencies. Overtime is based on actual hours worked in a seven-day workweek, so holiday hours, vacation time, and sick leave are not counted.

Daily overtime

None. Minnesota overtime is based on hours worked in a seven-day workweek, not on hours in a single day. The one daily rule is an optional arrangement for health care facilities: if the employer and employee agree in advance to a 14-day work period instead of the seven-day workweek, the employee must receive 1.5x the regular rate for work over eight hours in any workday and over 80 hours in the 14-day period (Minn. Stat. § 177.25, subd. 2).

Meal break

At least 30 minutes for each employee working six or more consecutive hours, as of January 1, 2026 (Minn. Stat. § 177.254). The meal break may be unpaid if the employee is completely relieved of work duties, and the employer may require the employee to stay on the premises. Only one meal break is required for a shift of six or more consecutive hours. A collective bargaining agreement may set different meal breaks. Employees exempt under Minn. Stat. § 177.23, subd. 7, such as bona fide executive, administrative, or professional employees and certain agricultural workers, are not covered. Before 2026 the rule was sufficient time to eat a meal when working eight or more consecutive hours.

Rest break

At least 15 minutes, or enough time to use the nearest convenient restroom, whichever is longer, within each four consecutive hours of work, as of January 1, 2026 (Minn. Stat. § 177.253). Breaks of less than 20 minutes must be counted as hours worked and paid. The break must come within each four consecutive hours, not at the end of them. A collective bargaining agreement may set different rest breaks. An employer that does not allow a required meal or rest break owes the employee that time at the regular rate plus an equal amount in liquidated damages.

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Minnesota wage and hour cheat sheet (continued)

Final paycheck

Discharged: wages are immediately due upon the employee's demand, and the employer is in default if they are not paid within 24 hours after the demand (Minn. Stat. § 181.13). The demand must be in writing, and a late employer owes a penalty of the employee's average daily earnings for each day up to 15 days. Quit: by the first regularly scheduled payday after the final day of employment. If that payday is less than five calendar days after the final day, payment may wait until the second regularly scheduled payday, but no later than 20 calendar days after the final day (Minn. Stat. § 181.14). Migrant workers who quit must be paid within three days. When the departing employee handled money or property, the employer has an extra 10 calendar days to audit the accounts before the wages are due.

How long to keep time records

Federal law requires keeping time cards 2 years and payroll records 3 years, and some states go longer. Keep the records where you can produce them; a wage claim is decided on whoever has the better records.

Rates verified November 2026. The $11.41 rate took effect January 1, 2026. On August 19, 2026 the Minnesota Department of Labor and Industry announced that the minimum wage rises to $11.87 per hour, and the 90-day training wage to $9.68, on January 1, 2027, a 3.99% increase. Minnesota adjusts both rates each year by the change in the implicit price deflator for personal consumption expenditures, capped at 5 percent and never reduced, with the new rates set by August 31 and effective the next January 1. The longer meal and rest break rules took effect January 1, 2026. Minneapolis and St. Paul set their own higher minimums. This is general information, not legal or payroll advice. Check the Minnesota labor department for the current rules, and talk to a professional for your situation.

Primary source: https://www.dli.mn.gov/business/employment-practices/minimum-wage-minnesota. Full list of sources: getclox.com/blog/minnesota-time-tracking.