

**MINNESOTA
EMPLOYEES**

YOU ARE ENTITLED TO ...

MINIMUM WAGE

The state of Minnesota has two minimum wage rates.

SMALL EMPLOYERS

Aug. 1, 2005 **\$5.25**

LARGE EMPLOYERS*

Aug. 1, 2005 **\$6.15**

*A large employer is defined as any enterprise whose annual gross volume of sales made or business done is not less than \$625,000.

TRAINING WAGE

Aug. 1, 2005 **\$4.90**

New employees under age of 20 during first consecutive 90 days of employment.

OVERTIME

Time and one-half the regular rate

STATE COVERED EMPLOYERS

— After **48** hours

FEDERAL 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, in good faith, reports a violation or suspected violation of any state or federal law to an employer, any government body or a law enforcement official.
- The employee is requested by a public body to participate in an investigation, hearing or inquiry.
- The employee informs the employer that he or she is refusing an order to perform an activity that the employee knows violates any state or federal law.

The employee, within 15 days of termination, may request in writing the reason for termination. The employer must inform the employee, in writing, the truthful reason for termination within 10 days of the request.

PARENTAL LEAVE

- Employers with 21 or more employees must allow employees to take up to six weeks unpaid leave for the birth or adoption of their child and to use accrued sick leave to attend to their sick children.
- All employers must allow parents to take up to 16 unpaid hours a year to attend school-related activities or visit early childhood programs that their children attend.

THIS DOCUMENT CAN BE MADE AVAILABLE IN ALTERNATIVE FORMATS, SUCH AS LARGE PRINT, BRAILLE OR AUDIOTAPE, BY CALLING (651) 284-5005/VOICE OR (651) 297-4198/TTY.

Further information and literature may be obtained by writing or calling the:



**MINNESOTA DEPARTMENT OF
LABOR & INDUSTRY**

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