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Minnesota Minimum Wage to Increase January 1

Effective January 1, 2022, the State of Minnesota's Minimum Wage is set to increase. Large employers (defined by the State as having annual gross revenue of \$500,000 or more) will have a minimum wage of \$10.33/hour, but employees under 20 years of age may receive a "training wage" of \$8.42/hour and employees under 18 years of age are subject to a "youth wage" minimum of \$8.42/hour. The reduced rate of \$8.42/hour is also applicable to all employees of small employers (defined as having less than \$500,000 in annual gross revenue).

These rates are lower than the minimum wage required for employers in Minneapolis or St. Paul, which are set by city ordinance and have different definitions for what constitutes "large" and "small" employers. In Minneapolis, small employers (fewer than 100 total employees) have a minimum wage of \$12.50/hour, and large employers (100 or more employees, regardless of where located) have a minimum wage of \$14.25 per hour. Saint Paul has a four-tiered system: Micro Businesses (five or fewer employees) have a rate of \$10.00/hour; Small Businesses (6-100 employees) have a rate of \$11.00/hour; Large Businesses (101-10,000 employees) and Macro Businesses (10,001 or more employees) both have a rate of \$12.50/hour. Employees of the City of Saint Paul are grouped with Macro Businesses for purposes of the minimum-wage ordinance. The rates set by the ordinances in Minneapolis and Saint Paul are set to increase on July 1, 2022.

If you have any questions about the various minimum-wage requirements for

your business or other employer-employee related matters, please email us at email@mdh-law.com, visit our website at www.mdh-law.com, or call us at 612-604-2000.

This communication is not intended to and does not constitute legal advice. For specific questions, contact one of the attorneys at Madigan, Dahl & Harlan, P.A.

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