

Minnesota labor law checklist 2026

Minimum wage	\$11.41 an hour.
Tipped cash wage	\$11.41 (no tip credit)
Next change	\$11.87 on January 1, 2027
Local rates	Minneapolis and St. Paul set local minimum wages well above the state rate.
Overtime	The federal 40-hour rule applies to most employers. Minnesota's own law requires overtime after 48 hours in a week for employers not covered by the FLSA.
Exempt salary test	Federal \$684 a week (\$35,568 a year).
Meal breaks	Employees working 6 or more consecutive hours must get enough time to eat a meal. It can be unpaid if it's 20 minutes or longer and the employee is relieved of duty.
Rest breaks	A paid rest break of 15 minutes, or enough time to use the nearest restroom, whichever is longer, within each 4 consecutive hours of work.
Final pay if fired	Within 24 hours of the employee's written demand.
Final pay if they quit	By the next regular payday, or the following payday if it falls within 5 days, and no more than 20 days after the last day.
Unused PTO	Not required by state law. Follow your written policy or contract, and apply it consistently.
Paid sick leave	Earned Sick and Safe Time: 1 hour for every 30 hours worked, up to 48 hours a year, with a bank of up to 80 hours, for employers of every size.
Paid family leave	Minnesota Paid Leave: benefits and premiums began January 1, 2026. Up to 12 weeks of family or medical leave (20 weeks combined), funded by a premium split between employer and employee.
Pay transparency	Required for employers with 30 or more employees since January 1, 2025: pay range and benefits in every posting.
New hire reporting	Report each new hire within 20 days of the hire date, the federal deadline.
State income tax	Withhold state income tax.
State agency	Minnesota Department of Labor and Industry: https://www.dli.mn.gov

What trips up Minnesota employers

- ☐ Minneapolis and St. Paul set much higher local minimum wages.
- ☐ Tipped employees must get the full minimum wage before tips.
- ☐ Rest breaks must be at least 15 minutes, or long enough to reach the restroom, every 4 hours.
- ☐ Minnesota Paid Leave premiums are due quarterly, starting with 2026 wages.
- ☐ Check the minimum wage on January 1 and July 1, and update payroll and posters.
- ☐ Confirm final pay timing before every termination meeting.

All 50 states and DC, comparison tables, and a free CSV: hrtally.com/state-labor-laws

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