

HOUSE RESEARCH

Bill Summary

FILE NUMBER: H.F. 92
Version: Third engrossment

DATE: May 1, 2013

Authors: Winkler

Subject: Minimum wage/federal conformity

Analyst: Anita Neumann (651-296-5056)

This publication can be made available in alternative formats upon request. Please call 651-296-6753 (voice); or the Minnesota State Relay Service at 1-800-627-3529 (TTY) for assistance. Summaries are also available on our website at: www.house.mn/hrd/.

Section

- 1 Employee.** Adjusts state thresholds for determining status of certain salaried agricultural employees.
- 2 Amount.** Conforms state business activity thresholds with those in federal law and provides for a three-phase increase in the minimum wage as follows:

	Large Employer	Small Employer	Training Wage
August 1, 2013	\$8.00	\$7.00	\$6.50
August 1, 2014	\$9.00	\$8.00	\$7.50
August 1, 2015	\$9.50	\$8.50	\$8.00

Indexes future minimum wage increases applicable to all employers beginning on January 1, 2016. The wage is to be adjusted annually each January 1 thereafter. Provides the method for adjusting the minimum wage in 2016 and thereafter using the Consumer Price Index for all urban consumers. The wage rates must be rounded to the nearest one cent.

- 3 Compensation required.** Conforms state overtime thresholds with existing standards under federal law.
- 4 Air carrier employees.** Conforms to 40 hours per week standard.
- 5 Twelve-week leave; birth or adoption.** Lengthens state leave to 12 weeks.
- 6 Relationship to other leave.** Aligns to 12-week standard set in section 5.

