

MINNESOTA LEGISLATURE PASSES AND ENACTS WAGE THEFT LAW

On July 1st, Minnesota Legislature's new Wage Theft Laws will go into effect. Criminal wage theft and sanctions will go into effect on August 1st, 2019.

The new Wage Theft Laws require employers to provide information to employees regarding wages, hours, and benefits, upon hire.

What does this mean for employers?

Upon the hire of a new employee, employers are required to provide detailed information to the employee such as:

- Employee's employment status and whether an employee is exempt from minimum wage, overtime, and other state wage and hour laws, and on what basis
- Number of days in the employee's pay period and the regularly scheduled payday
- Date the employee will receive the first payment of wages earned
- Employee's rate or rates of pay and the basis thereof, including whether the employee is paid by the hour, shift, day, week, salary, piece, commission or other method and the specific application of any additional rates
- Allowances, if any, that may be claimed for permitted meals and lodging
- Provision of paid vacation, sick time or other paid time off (PTO), how the paid time off will accrue and terms for its use
- A list of deductions that may be made from the employee's pay
- And much more

See the entire Employer's Guide, provided by the Minnesota Legislature, [here](#).

Recommended Next Steps for Minnesota Employers

Although most of this information is provided to employees by Employee handbooks (and is subsequently signed by the employee), it is recommended that employers use an additional form like the Minnesota Legislature's provided example, or something similar.

See the Provided Example, [here](#).

It is also recommended that employers check in with their current payroll providers to make sure that the appropriate information is provided on employee pay stubs.

If you have additional questions about the new Wage Theft Laws, we recommend visiting the MN Dept of Labor website, at <https://www.dli.mn.gov/business/employment-practices/wage-theft-legislation-2019-and-summaries>