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State of Minnesota

HOUSE OF REPRESENTATIVES

NINETY-FIRST SESSION

H. F. No. 2274

03/07/2019 Authored by Claffin, Nelson, Ecklund, Lillie, Xiong, J., and others
The bill was read for the first time and referred to the Committee on Labor
03/21/2019 Adoption of Report: Re-referred to the Committee on Ways and Means

1.1 A bill for an act
1.2 relating to wages; modifying weekly hours worked required for overtime
1.3 compensation; amending Minnesota Statutes 2018, section 177.25, subdivisions
1.4 1, 5.

1.5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

1.6 Section 1. Minnesota Statutes 2018, section 177.25, subdivision 1, is amended to read:

1.7 Subdivision 1. Compensation required. No employer may employ an employee for a
1.8 workweek longer than 48 40 hours, unless the employee receives compensation for
1.9 employment in excess of 48 40 hours in a workweek at a rate of at least 1-1/2 times the
1.10 regular rate at which the employee is employed. The state of Minnesota or a political
1.11 subdivision may grant time off at the rate of 1-1/2 hours for each hour worked in excess of
1.12 48 hours in a week in lieu of monetary compensation. An employer does not violate the
1.13 overtime pay provisions of this section by employing any employees for a workweek in
1.14 excess of 48 40 hours without paying the compensation for overtime employment prescribed
1.15 (1) if the employee is employed under an agreement meeting the requirement of section
1.16 7(b)(2) of the Fair Labor Standards Act of 1938, as amended, or (2) if the employee is
1.17 employed as a sugar beet hand laborer on a piece rate basis, provided that the regular rate
1.18 of pay received per hour of work exceeds the applicable wage provided in section 177.24,
1.19 subdivision 1 by at least 40 cents.

1.20 Sec. 2. Minnesota Statutes 2018, section 177.25, subdivision 5, is amended to read:

1.21 Subd. 5. Air carrier employees. Subdivision 1 does not apply to employees of air
1.22 carriers subject to the provisions of title II of the Railway Labor Act, when the hours worked

- 2.1 by an employee in excess of ~~48~~ 40 in a workweek are not required by the carrier, but are
- 2.2 arranged through a voluntary agreement among employees to trade scheduled work hours.