

CHAPTER 177

MINIMUM WAGES

177.24 Payment of minimum wages.

177.25 Overtime.

177.24 PAYMENT OF MINIMUM WAGES.*[For text of subds 1 to 3, see M.S.1980]*

Subd. 4. Unreimbursed amounts which an employee is required to pay for the items listed below shall be subtracted from wages paid in calculating whether the wages meet the minimums set by subdivision 1:

(a) uniforms or specially designed clothing required by the employer or by statute as a condition of employment, which clothing is not generally appropriate for use except in the course of that employment;

(b) equipment used in the course of employment, except tools of a trade, a motor vehicle or any other equipment which may be used outside of the employment;

(c) travel expenses in the course of employment except those incurred in traveling to and from the employee's residence and place of employment.

Subd. 5. An employer, at the termination of an employee's employment, shall provide reimbursement of the full cost to the employee of any of the items listed in subdivision 4 which he was obliged to purchase during his employment. If such reimbursement is made the employer may at that time require the employee to surrender any items for which the employer provided reimbursement which are still extant.

History: 1981 c 87 s 1,2

177.25 OVERTIME.

Subdivision 1. No employer shall employ any of his employees for a workweek longer than 48 hours, unless such employee receives compensation for his employment in excess of 48 hours in a workweek at a rate of not less than one and one-half times the regular rate at which he is employed; (1) provided, however, that an employer if it is the State of Minnesota or a political subdivision may grant time off at the rate of one and one-half hours for each hour worked in excess of 48 hours in any week in lieu of monetary compensation; and, (2) provided, however, that no employer shall be deemed to have violated the overtime pay provisions of this section by employing any employees for a workweek in excess of that specified in this section without paying the compensation for overtime employment prescribed herein (a) if the employee is employed under an agreement meeting the requirement of section 7 (b) (2) of the Fair Labor Standards Act of 1938, as amended, or (b) if the employee is employed as a sugarbeet hand laborer on a piece rate basis, provided that the regular rate of pay received per hour of work pursuant to applicable rules exceeds the applicable wage provided in section 177.24, subdivision 1, by at least 40 cents.

[For text of subds 2 and 3, see M.S.1980]

History: 1981 c 289 s 1; 1Sp1981 c 4 art 4 s 30

NOTE: The amendment to subdivision 1 by Laws 1981, Chapter 289, Section 1 is effective May 29, 1981, except that the portion of clause (2) (b) relating to the regular rate of pay received per hour of work by a sugar beet hand laborer shall only be effective until December 31, 1981. See Laws 1981, Chapter 289, Section 3.