

## Minneapolis Minimum Wage to Reach \$15 an Hour by 2024

By Gina K. Janeiro

July 28, 2017

All employers in Minneapolis, Minnesota, must pay their employees at least \$15.00 an hour by July 1, 2024, under a minimum wage ordinance approved by the Minneapolis City Council on June 30, 2017. The ordinance applies to anyone who works in Minneapolis for any amount of time.

The ordinance will be implemented under a tiered phase-in period for “large” and “small” employers. Large employers (with at least 101 employees) must pay Minneapolis workers \$15.00 an hour in five years. Small employers (with up to 100 employees) will have seven years to reach that target wage.

The ordinance does not include an exception for tipped workers in the hospitality industry. All workers will be subject to the minimum wage, regardless of tips.

The hourly minimum wage tiered phase-in period will be as follows:

Date	Large business: five years	Small business: seven years
Jan. 1, 2018	\$10.00	No increase
July 1, 2018	\$11.25	\$10.25
July 1, 2019	\$12.25	\$11.00
July 1, 2020	\$13.25	\$11.75
July 1, 2021	\$14.25	\$12.50
July 1, 2022	\$15.00	\$13.50
2023	Jan. 1: \$15.00 indexed to inflation	July 1: \$14.50
July 1, 2024	\$15.00 indexed to inflation	\$15.00 indexed to inflation

The ordinance also provides a private cause of action in district court for violations.

Please contact your Jackson Lewis attorney with any questions about the new minimum wage ordinance and what it means to your organization.

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