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State of Minnesota

HOUSE OF REPRESENTATIVES

NINETY-THIRD SESSION

H. F. No. 2359

03/02/2023 Authored by Greenman and Gomez
The bill was read for the first time and referred to the Committee on Labor and Industry Finance and Policy

1.1 A bill for an act
1.2 relating to labor; modifying overtime requirements; amending Minnesota Statutes
1.3 2022, section 177.25, subdivision 1.

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

1.5 Section 1. Minnesota Statutes 2022, section 177.25, subdivision 1, is amended to read:

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