

## New Wage Theft Law Affects Minnesota Employers

We wanted to make you aware that the Minnesota legislature has recently enacted a comprehensive wage disclosure and compliance bill that applies to all employers operating businesses in Minnesota. As of July 1, 2019, the Minnesota Wage Theft law officially goes into effect.

The wage theft law requires all Minnesota employers to provide new employees at the start of employment with written notice, outlining specific information about their wages and benefits. Offer letters or related hiring documents must now include, such details as:

- The rate or rates of pay and 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;
- Paid vacation, sick time, or other paid time-off accrual and terms of use;
- The employee's employment status and whether the employee is exempt;
- A list of deductions that may be made from the employee's pay;
- The number of days in the pay period, the regularly scheduled pay day, and the pay day on which the employee will receive the first payment of wages;
- The legal name of the employer and the operating name, if different;
- The physical address of the employer's main office and a mailing address, if different;
- The telephone number of the company.

The law also requires employers to include certain information on earning statements, such as:

- The employee's rate or rates of pay and basis thereof;
- Allowances claimed for permitted meals and lodging; and
- The physical address of the employer's main office or principal place of business

The law further sets forth provisions for proper recordkeeping and clarification of payment procedures. The Minnesota Department of Labor and Industry (MN DOLI) has expanded enforcement authority and penalties to help enforce this new law, including adding a provision for potential criminal liability and increased civil fees.

MN DOLI has included helpful resources on its website to assist employers. If we can help with compliance, please do not hesitate to reach out to us.



For the past two decades, Debra has focused her practice in the area of employment litigation and counseling, where she regularly assists employers with all aspects of employment matters. She helps employers navigate through the complicated and often-technical myriad of state, federal and local statutes and laws impacting employment decisions from the hiring process to performance evaluations, discipline, and separations, as well as litigation arising from all of those stages.

Debra Weiss  
Partner  
Meagher & Geer, P.L.L.P.  
33 S. 6<sup>th</sup> St., Ste. 4400  
Minneapolis, MN 55402  
Main: 612.338.0661  
Direct: 612.347.9142  
Email: [dweiss@meagher.com](mailto:dweiss@meagher.com)

