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State of Minnesota  
**HOUSE OF REPRESENTATIVES**

**EIGHTY-SIXTH  
SESSION**

**HOUSE FILE No. 2912**

February 11, 2010

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The bill was read for the first time and referred to the Committee on Commerce and Labor

1.1 A bill for an act  
1.2 relating to employment; regulating overtime payment obligations of employers;  
1.3 amending Minnesota Statutes 2008, section 177.25, subdivision 1.

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

1.5 Section 1. Minnesota Statutes 2008, section 177.25, subdivision 1, is amended to read:

1.6 Subdivision 1. **Compensation required.** No employer may employ an employee  
1.7 for a 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  
1.12 the overtime pay provisions of this section by employing any employees for a workweek  
1.13 in excess of ~~48~~ 40 hours without paying the compensation for overtime employment  
1.14 prescribed (1) if the employee is employed under an agreement meeting the requirement  
1.15 of section 7(b)(2) of the Fair Labor Standards Act of 1938, as amended, or (2) if the  
1.16 employee is employed as a sugar beet hand laborer on a piece rate basis, provided that the  
1.17 regular rate of pay received per hour of work exceeds the applicable wage provided in  
1.18 section 177.24, subdivision 1 by at least 40 cents.