Exemptions Overview

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For the Saint Paul Minimum Wage Study Committee

July 19, 2018
Exemptions

Specific employer-employee relationships that are released from the requirement to pay the full-minimum wage.
# Exemptions

## Employer-Based

<table>
<thead>
<tr>
<th>Category</th>
<th>Temporary</th>
<th>Permanent</th>
<th>Jurisdictions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Small/Microbusiness</td>
<td></td>
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</tr>
<tr>
<td>Charity Nonprofits</td>
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<td></td>
<td>9</td>
</tr>
<tr>
<td>Employers of workers with disabilities</td>
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<td>7</td>
</tr>
<tr>
<td>Employees with &gt; 50% of revenue from govern't reimbursement</td>
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</table>

## Employee-Based

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Youth Workers</td>
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<tr>
<td>Tipped Workers</td>
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<tr>
<td>Workers in Training</td>
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<td>13</td>
</tr>
<tr>
<td>Executive/White Collar</td>
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<td></td>
<td>12</td>
</tr>
</tbody>
</table>
Exemptions in State of Minnesota

Size
- Small Business

Category
- Babysitters
- Religious Workers
- White Collar
- Police and Fire
- Small Business (phase-in)
- Religious Workers

Time
- Workers <20 yrs old (temporary, 90 days)

Age
- Workers <18 years old (in municipal rec program)
- Workers <20 years old
Exemptions in Minneapolis

Category:
- Independent Contractors
- Small Business (phase-in)
- Workers > 20 years old in DEED program

Time:
- Small Business (temporary, 90 days)

Age:
- Workers > 20 years old in city-approved training

Size:
- Small Business