

**Band Assembly Bill 22-01-05-26**

A Bill for an Act amending Title 18, chapter 6, section 501, requiring the Band to pay its employees a minimum wage of \$20.00 per hour.

The District I Representative introduced the following Bill on the 4th day of February, 2026.

**BE IT ENACTED BY THE BAND ASSEMBLY OF THE NON-REMOVABLE MILLE LACS BAND OF OJIBWE:**

**Section 1. Amending Title 18, chapter 6.**

**§ 501. Payment of Minimum Wages.**

- (a) For purposes of this Chapter, the terms defined in this paragraph have the following meaning:
  - (1) **“Large Employer”** means an enterprise whose annual gross volume of sales made or business done is not less than \$500,000.00, exclusive of excise and sales taxes that are collected at the retail level.
  - (2) **“Mille Lacs Band”** or **“Band”** means the Mille Lacs Band of Ojibwe or any political subdivision thereof.
  - (3) **“Salary”** means wages paid periodically in contrast to wages based on an hourly rate.
- (b) Except as may otherwise be provided for in this Chapter, the Band must pay wages to each employee in the minimum amount of \$20.00 per hour unless a higher amount is required under applicable law. For purposes of this subsection only, the term **“Band”** does not include the Corporate Commission.
- ~~(b)~~(c) Except as may otherwise be provided for in this Chapter, ~~the Band~~ and every Large Employer must pay wages to each employee in the minimum amount of \$8.50 per hour unless a higher amount is required under applicable law.
- ~~(e)~~(d) Except as may otherwise be provided for in this Chapter, every Small Employer must pay each wages to each employee in the minimum amount of \$6.55 per hour unless a higher amount is required under applicable law.

~~(d)~~(e) A Large Employer must pay each employee at a rate of at least the minimum wage set by this section without the reduction for training wage or full-time student status allowed by federal law.


~~(e)~~(f) Any governmentally funded program, whether Band, federal, or state, that employs students enrolled in educational classes is expressly exempt from the provisions of this section.

**EFFECTIVE DATE.** This bill shall take effect immediately upon signature by the Chief Executive, or lack of a veto, as provided in 3 MLBS § 17.

**Act 05-26  
(Band Assembly Bill 22-01-05-26)**

Introduced to the Band Assembly on this  
Fourth day of February in the year  
Two thousand twenty-six.

Passed by the Band Assembly on this  
Fourth day of February in the year  
Two thousand twenty-six.

  
Sheldon Boyd, Speaker of the Assembly

APPROVED

Date: 2-11-26

  
Virgil Wind, Chief Executive

**OFFICIAL SEAL OF THE BAND**

