

Act 10-26

An Act repealing and replacing Act 05-26 to change the effective date to October 1, 2026. Act 05-26 amended 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 25th 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.

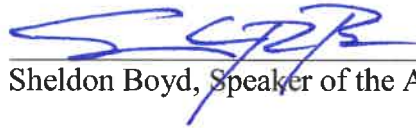
~~(e)~~(f) Any governmentally funded program, whether Band, federal, or state, that employs students enrolled in educational classes is expressly exempt from the provisions of this section.

EFFECTIVE DATE. This Act shall become effective October 1, 2026.

**Act 10-26
(Band Assembly Bill 22-01-10-26)**

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

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


Sheldon Boyd, Speaker of the Assembly

APPROVED

Date: 3-4-26


Virgil Wind, Chief Executive

OFFICIAL SEAL OF THE BAND

