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## Minnesota Supreme Court Find the Minnesota Fair Labor Standards Act Provides Private Cause of Action For Employee Who is Terminated for Refusing to Share Gratuities

Earlier this month, the Minnesota Supreme Court ruled that the Minnesota Fair Labor Standards Act ("MFLSA") provides a private cause of action for an employee who is terminated for refusing to share gratuities.

In *Burt v. Rackner*, A15-2045, filed October 11, 2017, the employee, Burt, was told that he needed to give more tips to the bussers at the restaurant where he worked and that there would be consequences if he did not. Burt did not follow this directive and was subsequently terminated for "not properly sharing his tips with other staff." Burt initiated an action against his former employer, alleging a violation of the MFLSA.

Read our full summary [here](#).