# **CITY OF MINNEAPOLIS NOTICE TO EMPLOYEES**

## **Minneapolis Labor and Employment Rights**

#### Wage Theft Prevention

All employees have a legal right to receive:

- Timely and full payment of all earnings.
- Written notice (at start of employment) of certain terms, such as pay rate(s), pay schedule, and sick and safe time (or equivalent leave).
- Earning statements (e.g. paystubs) documenting payments and sick and safe time (or equivalent leave).

#### Minimum Wage Scheduled Increases

	100 or Fewer Employees	More than 100 Employees**
	Small Business	Large Business
July 1, 2021	\$12.50	\$14.25
July 1, 2022	\$13.50	\$15.00
Jan.1, 2023	—	\$15.19
July 1, 2023	\$14.50	-
Jan. 1, 2024	—	\$15.57
July 1, 2024	\$15.57	

\*Future years will include slight increase every Jan. 1st \*\*Franchise locations covered regardless of size.

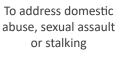
#### Sick and Safe Time (access to certain time off work)

- Employers **must pay** (unless they employ fewer than six people) employees for use of covered leave at employee's base rate.
- A minimum of one hour of access to covered leave accrues for every 30 hours worked, may be capped at 48 per year and 80 overall.
- Hours begin accruing on first day of work and may be used 90 calendar days later (or earlier if employer allows.) Part-time and temporary workers are included.



Sick Time Medical or mental health condition. illness or injury









### Working. Thriving. Together.

Help make Minneapolis a healthier, more secure, and more productive community.

#### Report Violations

• Call 311.

• File a report online at minneapolismn.gov/ laborenforcement

• File a report in person at City Hall, room 239, 350 S. Fifth St.

#### Retaliation Prohibited

Interference with the exercise of any right protected under the mimimum wage, sick and safe time or wage theft prevention ordinances is punishable by fine(s) up to \$3,000 per employee.

THIS POSTER MUST BE DISPLAYED WHERE EMPLOYEES CAN EASILY READ IT (Download this poster at sicktimeinfo.minneapolismn.gov/employer-resources. It may be printed on 8 ½" x 11"



For reasonable accommodations or alternative formats please contact the Minneapolis Civil Rights Department at 612-673-3012. People who are deaf or hard of hearing can use a relay service to call 311 at 612-673-3000. TTY

letter size paper. More questions? We're here to help: sicktimeinfo@minneapolismn.gov or call 311.

users can call 612-673-2157 or 612-673-2626. Para asistencia 612-673-2700, Yog xav tau kev pab, hu 612-673-2800, Hadii aad Caawimaad u baahantahay 612-673-3500.