

# 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



#### Safe Time

To address domestic abuse, sexual assault or stalking



#### Sick or Safe

Care for ill family member or during emergency closure of their school or place of care



### 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](http://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 minimum wage, sick and safe time or wage theft prevention ordinances is punishable by fine(s) up to \$3,000 per employee.