



# NOTICE TO EMPLOYEES

Minimum Wage and Earned Sick and Safe Time (ESST) ordinances apply to employees performing work within the geographical boundaries of Saint Paul



## EARNED SICK AND SAFE TIME

### What can you use ESST for?



For yourself or a family member's mental or physical illness, including preventative medical care



Reasons related to domestic violence, sexual assault, or stalking



School or work closure because of exposure to an infectious agent



Care for a family member whose daycare closed unexpectedly

### How do you accrue and use ESST?

- Employees accrue 1 hour of ESST for every 30 hours worked
- ESST begins accruing on the 1st day of work and employees are allowed to use earned ESST after their first 90 days of work (unless their Employer has a more generous ESST policy).
- Employers must allow an employee to accrue at least forty-eight (48) hours of earned sick and safe time every year and roll over unused sick and safe time up to 80 hours after the employee's first year.
- Documentation may be requested for absences of longer than 3 days

**Retaliation is Illegal**

## MINIMUM WAGE INCREASES

### The Saint Paul Minimum Wage is updated annually

Business Size	2023 Minimum Wage	2024 Minimum Wage
<b>Macro</b> (10,001+ employees)	<b>\$15.19</b> Effective January 1	<b>\$15.57</b> Effective January 1
<b>Large</b> (101-10,000 employees)	<b>\$15.00</b> Effective July 1	<b>\$15.57</b> Effective July 1
<b>Small</b> (6-100 employees)	<b>\$13.00</b> Effective July 1	<b>\$14.00</b> Effective July 1
<b>Micro</b> (5 or fewer employees)	<b>\$11.50</b> Effective July 1	<b>\$12.25</b> Effective July 1

## REPORT A VIOLATION

**If you believe your right to ESST or Minimum Wage has been violated, you can file a complaint with HREEO using any of these methods:**



651-266-8966



LaborStandards@stpaul.gov



stpaul.gov/laborstandards



15 W Kellogg Blvd, Suite 280, Saint Paul, MN 55102

*Employees also have a right to bring a civil action if they believe their right to ESST or Minimum Wage has been violated.*

