



# 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.



### How do you accrue and use ESST?

- Employees accrue a minimum of 1 hour of ESST for every 30 hours worked.
- Employees begin accruing ESST on their 1st day of work and are allowed to use accrued ESST after working 80 hours in a year for the employer.
- Employers must allow an employee to accrue a minimum of 48 hours of ESST every year and carry over up to 80 hours of unused ESST hours after the employee's first year.
- Documentation may only be requested for ESST absences of longer than 3 days

**Retaliation is Illegal**

## MINIMUM WAGE INCREASES

The Saint Paul Minimum Wage is updated annually

Business Size	2024 Minimum Wage	2025 Minimum Wage
<b>Macro</b> (10,001+ employees)	<b>\$15.57</b> Effective January 1	<b>City Rate</b> Effective January 1
<b>Large</b> (101-10,000 employees)	<b>\$15.57</b> Effective July 1	<b>City Rate</b> Effective July 1
<b>Small</b> (6-100 employees)	<b>\$14.00</b> Effective July 1	<b>\$15.00</b> Effective July 1
<b>Micro</b> (5 or fewer employees)	<b>\$12.25</b> Effective July 1	<b>\$13.25</b> Effective July 1

## REPORT A VIOLATION

If you believe your rights 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.*



Language interpretation, translation, and accommodations are available upon request