# 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) and pay schedule.
- Earning statements (e.g. paystubs) documenting payments and sick and safe time hours.

### **Minimum Wage Scheduled Increases**

	100 or Fewer Employees	More than 100 Employees
	Small Business	Large Business
July 1, 2019	\$11.00	\$12.25
July 1, 2020	\$11.75	\$13.25
July 1, 2021	\$12.50	\$14.25
July 1, 2022	\$13.50	\$15.00 <sup>*</sup>
July 1, 2023	\$14.50	
July 1, 2024	Equal to Large Business*	

<sup>\*</sup>Increases to account for inflation, every subsequent January 1st.

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

- Employers **must pay** for use at employee's base rate (except if they employ fewer than six employees).
- A minimum of one hour accrues for every 30 hours worked, 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 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
- 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

(This poster may be printed on 8 %" x 11" letter size paper. Download it at minimumwage.minneapolismn.gov or sicktimeinfo.minneapolismn.gov.) More questions? We're here to help: sicktimeinfo@minneapolismn.gov, minimumwage.minneapolismn.gov or call 311.