

# 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 (e.g. accounting for all hours worked and overtime).
- Written notice (at start of employment) of certain terms, such as pay rate(s), pay schedule, and sick and safe time (or equivalent leave).
- Accurate earning statements (e.g. paystubs).

### Minimum Wage effective Jan. 1, 2026

- Applies to *all* employees *performing work in Minneapolis*.
- Future years will include increase every Jan. 1<sup>st</sup>.

**\$16.37/hour**

### Sick and Safe Time (access to paid leave)

- Employers must provide sick and safe time (or equivalent leave) and *must pay all employees for covered absences*.
- Employees begin earning sick and safe time (or equivalent leave) hours on the first day of work — part-timers included.
- Employees earn at least one hour for every 30 worked. Accrual may be capped at 48 yearly and 80 overall.
- Employees are entitled to leave amounts and policies in writing.



#### Sick Time

Medical or mental health care, illness or injury



#### Safe Time

To address domestic abuse, sexual assault or stalking



#### Sick or Safe

Care for sick family member or during emergency closures



### Working. Thriving. Together.

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



#### ➤ Report Violations

- Call 311.
- <http://minneapolismn.gov/laborenforcement>
- City Hall, rm 239, 350 S. 5th St.

#### ➤ Retaliation Prohibited

Interference with an employee's exercise of protected rights is punishable by fine(s) up to \$3,000 per employee.