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. 1st.

\$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



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.



THIS POSTER MUST BE DISPLAYED WHERE EMPLOYEES CAN EASILY READ IT.

Download this poster at sicktimeinfo.minneapolismn.gov/employer-resources. It may be printed on 8 $\frac{1}{2}$ " x 11" letter size paper. More questions? We're here to help: sicktimeinfo@minneapolismn.gov or call 311.

For reasonable accommodations or alternative formats please contact the Minneapolis Civil Rights Department at 612-673-3012. People who are deaf or hard of hearing can use a relay service to call 311 at 612-673-3000. TTY users can call 612-673-2157 or 612-673-2626. Para asistencia 612-673-2700, Yog xav tau kev pab, hu 612-673-2800, Hadii aad Caawimaad u baahantahay 612-673-3500.