

# Minneapolis Sick/Safe Leave Summaries

Policy Segment	Tentative Employer Requirements	Partnership	Other
<b>Approach</b>	Mandating access to paid sick/safe time through city-regulation; similar to other local and state government approaches.	Broadening access to paid sick/safe time through a unique employer-community-city partnership to promote shared goals and monitor, adjust over time. At the discretion of elected officials may include a base mandate as outlined below.	
<b>Employees Covered – Location</b>	Working in Minneapolis	Working in Minneapolis	
<b>Employees Covered – Hours</b>	80 hours for one employer	320 hours for one employer	
<b>Accrual Rate</b>	1:30 hours	1:30 hours	
<b>Accrual Begins</b>	Commencement of employment	Commencement of employment	
<b>Usage Begins</b>	After first 90 days	After first 90 days	
<b>Annual Accrual Cap</b>	48	24	
<b>Maximum Bank/Cap</b>	80	48	
<b>Exempt Employees</b>	Considered to work 40 hours unless documented at fewer hours	Considered to work 40 hours unless documented at fewer hours	
<b>Use Eligibility</b>	Current State statute 181.9413 with addition of “household member” (mirroring Minneapolis Civil Service definition)	Current State statute 181.9413	
<b>Education And Outreach</b>	City to fund/provide resources and education.	Formation of public-private collaboration to work on shared goals.	
<b>Protection From Retaliation</b>	Employees have protections from retaliation.	Employees have protections from retaliation.	
<b>Documentation Option</b>	Documentation following clear pattern	Documentation for repeated, suspicious, or consecutive absence of three or more shifts	
<b>Increments Of Use</b>	As allowed by employer payroll system	As defined by employer policy or business practices	
<b>CBAs</b>	Not exempt	Exempt	
<b>Small Employer Accommodations</b>	Largely focused on delayed implementation	Employers with 24 or fewer covered employees: 1. May provide unpaid leave consistent with standards 2. May delay implementation for 12 months (existing and startup)	
<b>Plans Deemed In Compliance</b>	If plans are substantially equivalent, they are deemed compliant	Existing plans meeting the accrual, carryover and use requirements are deemed compliant	
<b>Enforcement</b>	Complaint-based approach with proactive elements	Complaint-based approach	
<b>Enforcement Begins</b>	Within a reasonable period of time	One year from enactment	