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), pay schedule, and sick and safe time (or equivalent leave).
- Earning statements (e.g. paystubs) documenting payments and sick and safe time (or equivalent leave).

Minimum Wage Scheduled Increases

	100 or Fewer Employees Small Business	More than 100 Employees** Large Business
July 1, 2020	\$11.75	\$13.25
July 1, 2021	\$12.50	\$14.25
July 1, 2022	\$13.50	\$15.00
Jan. 1, 2023	—	\$15.19*
July 1, 2023	\$14.50	—
July 1, 2024	Equal to large business*	

*Slight inflationary increase every Jan. 1st **Franchise locations covered regardless of size.

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

- Employers **must pay** (unless they employ fewer than six people) employees for use of covered leave at employee's base rate.
- A minimum of one hour of access to covered leave accrues for every 30 hours worked, may be 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 and temporary workers are included.



Sick Time Medical or mental health condition. illness or injury



To address domestic abuse, sexual assault or stalking





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 (Download this poster at sicktimeinfo.minneapolismn.gov/employer-resources. It may be printed on 8 ½" 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.