

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	More than 100 Employees**
	Small Business	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



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 minimum wage, sick and safe time or wage theft prevention ordinances is punishable by fine(s) up to \$3,000 per employee.