

# CITY OF MINNEAPOLIS NOTICE TO EMPLOYEES

## Minneapolis Labor and Employment Rights

### Minimum Wage Scheduled Increases

	100 or Fewer Employees Small Business	More than 100 Employees Large Business
Jan. 1, 2018	—	\$10.00
July 1, 2018	\$10.25	\$11.25
July 1, 2019	\$11.00	\$12.25
July 1, 2020	\$11.75	\$13.25
July 1, 2021	\$12.50	\$14.25
July 1, 2022	\$13.50	\$15.00*
July 1, 2023	\$14.50	
July 1, 2024	Equal to Large* Business	

\*Increases to account for inflation, every subsequent January 1st.

### Sick and Safe Time

- Sick and Safe Time is access to time off work for Sick and Safe Time purposes.
- All types of employees, including part-time, qualify.
- One hour accrues for every 30 worked, capped at 48 per year and 80 overall (yearly and overall caps operate simultaneously).
- Employers must compensate for use at employees' base rate, except if they employ fewer than 6 employees.
- Hours begin accruing on 1<sup>st</sup> day of work and may be used on the 90<sup>th</sup> day of employment.



#### Sick Time

- Illness
- Injury
- Medical rest
- Recuperation
- Appointment



#### Safe Time

Time off for an appointment to address domestic violence or sexual assault



#### Sick or Safe Time Care of a Family Member



**Family Member Place-of-care Closure**  
Due to inclement weather or unexpected emergency



### Working. Thriving. Together.

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



#### Report Violations

Please report information about exploitation of workers in Minneapolis:

Dial 311, file online at [minimumwage.minneapolismn.gov](http://minimumwage.minneapolismn.gov) or [sicktimeinfo.minneapolismn.gov](http://sicktimeinfo.minneapolismn.gov), or visit 350 S. Fifth St. (City Hall) Rm. 239



#### Retaliation Prohibited

It is unlawful for an employer to restrain, prevent, or deny the exercise of any right protected under the Minneapolis Minimum Wage or Sick and Safe Time Ordinances.