

SAINT PAUL
HUMAN RIGHTS & EQUAL
ECONOMIC OPPORTUNITY

CITY OF SAINT PAUL

Department of Human Rights & Equal Economic Opportunity
Division of Labor Standards Enforcement and Education

NOTICE TO EMPLOYEES

Minimum Wage and Earned Sick and Safe Time (ESST) ordinances apply to employees performing work within the geographical boundaries of Saint Paul

EARNED SICK AND SAFE TIME

What can you use ESST for?

- For yourself or a family member's mental or physical illness, including preventative medical care
- Reasons related to domestic violence, sexual assault, or stalking
- School or work closure because of exposure to an infectious agent
- Care for a family member whose daycare closed unexpectedly

How do you accrue and use ESST?

- Employees accrue 1 hour of ESST for every 30 hours worked
- ESST begins accruing on the 1st day of work and employees are allowed to use earned ESST after their first 90 days of work (unless their Employer has a more generous ESST policy).
- Employers must allow an employee to accrue at least forty-eight (48) hours of earned sick and safe time every year and roll over unused sick and safe time up to 80 hours after the employee's first year.
- Documentation may be requested for absences of longer than 3 days

Retaliation is Illegal

Language interpretation, translation, and accommodations are available upon request

Business Size	2023 Minimum Wage	2024 Minimum Wage
Macro (10,001 + employees)	\$15.19	\$15.57
	Effective January 1	Effective January 1
Large (101-10,000 employees)	\$15.00	\$15.57
	Effective July 1	Effective July 1
Small (6-100 employees)	\$13.00	\$14.00
	Effective July 1	Effective July 1
Micro (5 or fewer employees)	\$11.50	\$12.25
	Effective July 1	Effective July 1

Report a Violation

If you believe your right to ESST or Minimum Wage has been violated, you can file a complaint with HREEO using any of these methods:

- CALL : 651-266-8966
- EMAIL: LaborStandards@stpaul.gov
- VISIT our website: stpaul.gov/laborstandards
- 15 W Kellogg Blvd, Suite 280, Saint Paul, MN 55102

Employees also have a right to bring a civil action if they believe their right to ESST or Minimum Wage has been violated.

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CIUDAD DE SAINT PAUL

Departamento de Derechos Humanos e Igualdad de Oportunidades Económicas División de Cumplimiento de Normas Laborales y Educación

AVISO A LOS EMPLEADOS

Las ordenanzas de Salario Mínimo y ESST se aplican a los empleados que realizan trabajo dentro de los límites geográficos de Saint Paul

TIEMPO GANADO POR ENFERMIDAD Y SEGURIDAD (ESST)

¿Para qué se puede utilizar el ESST?

- Para su propia enfermedad mental o física o la de un familiar, incluida la atención médica preventiva
- Razones relacionadas con la violencia doméstica, la agresión sexual o el acoso
- Cierre de la escuela o del trabajo por exposición a un agente infeccioso
- Cuidado de un familiar cuya guardería ha cerrado inesperadamente

¿Cómo se acumula y utiliza el ESST?

- Los empleados acumulan 1 hora de ESST por cada 30 horas trabajadas.
- El ESST comienza a acumularse el primer día de trabajo y los empleados pueden utilizar el ESST ganado después de sus primeros 90 días de trabajo (a menos que su empleador tenga una política de ESST más generosa).
- Los empleadores deben permitir que un empleado acumule al menos cuarenta y ocho (48) horas de tiempo de enfermedad y seguridad ganadas cada año y transferir el tiempo de enfermedad y seguridad no utilizado hasta 80 horas después del primer año del empleado.
- Se puede solicitar documentación para las ausencias de más de 3 días.

Las represalias son ilegales

La interpretación de idiomas, la traducción y las adaptaciones son disponibles

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OGEYSIISKA SHAQAALAH

Sharchiyada Mushaharka ugu Yar iyo ESST waxay khuseeyaan shaqaalah ka shaqeyya gudaha xuduudaha juquraafiyeed ee Saint Paul

JIRRADA KASBASHO LEH IYO WAQTIGA KEYDKA (ESST)

Maxaad u isticmaali kartaa ESST?

- Jirro maskaxeed ama jireed oo soo wajahda naftaada ama xubin qoyska ah, oo ay ku jirto daryeelka caafimaadka ee ka hortagga ah
- Sababaha la xiriira rabshadaha guriga, xadgudubka galmaada, ama gaadmo
- Xiritaanka dugsiga ama shaqada ay sabab u tahay soo gaadhid caabuq
- Daryeelka xubin qoyska ka mid ah oo xanaano maalmeediisi uu xirmay si lama filaan ah

Sideed u ururin kartaa una isticmaali kartaa ESST?

- Shaqaaluhu waxay ururiyaan 1 saac oo ESST ah 30-kii saacadood ee kasta oo la shaqeyyay
- ESST waxay bilaabataa ururinta maalinta 1aad ee shaqada shaqaalahana waxaa loo oggol yahay inay isticmaalan ESST-ga la kasbaday 90-ka maal mood ee ugu horreya shaqaa (haddii loo-shaqeyyahaagu anuu lahayn siyaasad ka dabacsan oo ESST ah).
- Loo-shaqeyyayaashu waa inay u oggolaadan shaqaalahaa inuu helo ugu yaraan afarant iyo sideed saacadood oo ah jirro kasbasho leh iyo waqtig jirrada iyo keydka ee aan la isticmaalin ilaa 80 saacadood kadib sannadka ugu horreya ee shaqaalahaa.
- Dukumeenti ayaa la codsan karaa maqnaanshiyaha ka badan 3 maal mood.

Aarsigu waa sharci darro

Af-celin luqad, tarjumaad, iyo meelayn ayaa la heli karaa marka la codsado

Xajmiga Ganacsiga	Mushaharka ugu Yar 2023	Mushaharka ugu Yar 2024
Aad u balaadhan 10,001 + shaqaale	\$15.19 laga bilaabo Janaayo 1	\$15.57 laga bilaabo Janaayo 1
Balaadhan 101-10,000 shaqaale	\$15.00 laga bilaabo Juulay 1	\$15.57 laga bilaabo Juulay 1
Yar 6-100 shaqaale	\$13.00 laga bilaabo Juulay 1	\$14.00 laga bilaabo Juulay 1
Aad u yar 5 shaqaale ama ka yar	\$11.50 laga bilaabo Juulay 1	\$12.25 laga bilaabo Juulay 1

DIIWANGELI XADGUDUB

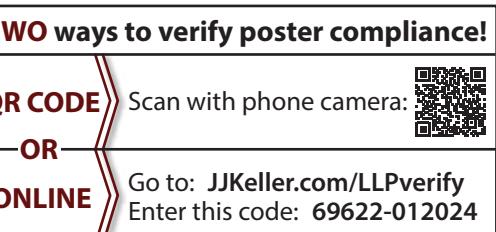
Haddii aad aaminsan tahay in lagu xadgudub xuquuqdaa ESST ama Mushaharka ugu Yar, Waxaad cabasho u xarayn kartaa HREEO adigoo isticmaalaay mid ka mid ah hababkan:

- WAC: 651-266-8966
- IIMAYL: LaborStandards@stpaul.gov
- BOOQO websaydkeneen: stpaul.gov/laborstandards
- 15 W Kellogg Blvd, Suite 280, Saint Paul, MN 55102

Shaqaaluhu sidoo kale waxay xaq u leeyihiin inay keenaan dacwad madani ah haddii ay rumaysan yihiin in lagu xad-gudub xuquuqdooda ESST ama mushaharka ugu yar



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QR CODE Scan with phone camera:
OR Go to: JJKeller.com/LLPverify
ONLINE Enter this code: 69622-012024



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