

# CITY OF SAINT PAUL

## NOTICE TO EMPLOYEES

The Minimum Wage and ESST ordinances apply to employees performing work within the geographical boundaries of Saint Paul

### Earned Sick and Safe Time

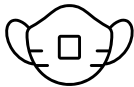
#### What can you use ESST for?



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 1<sup>st</sup> 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

### Minimum Wage Increases

The Saint Paul Minimum Wage is updated annually

Business Size	Minimum Wage as of July 1, 2022	Minimum Wage as of July 1, 2023
<b>Macro</b> 10,001 + employees	<b>\$15.00</b>	<b>City Rate</b>
<b>Large</b> 101-10,000 employees	<b>\$13.50</b>	<b>\$15.00</b>
<b>Small</b> 6-100 employees	<b>\$12.00</b>	<b>\$13.00</b>
<b>Micro</b> 5 or fewer employees	<b>\$10.75</b>	<b>\$11.50</b>

### 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:**  
**[www.stpaul.gov/laborstandards](http://www.stpaul.gov/laborstandards)**

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

### Retaliation is Illegal

Language interpretation, translation, and accommodations are available upon request



**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**  
**15 W Kellogg Blvd, Suite 280, Saint Paul, MN 55102**