**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 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

### Minimum Wage Increases

The Saint Paul Minimum Wage is updated annually.

<table>
<thead>
<tr>
<th>Business Size</th>
<th>2022 Minimum Wage</th>
<th>2023 Minimum Wage</th>
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</table>
| **Macro**
10,001+ employees | $15.00            | $15.19 Effective January 1 |
| **Large**
101-10,000 employees | $13.50           | $15.00 Effective July 1 |
| **Small**
6-100 employees   | $12.00            | $13.00 Effective July 1 |
| **Micro**
5 or fewer employees | $10.75           | $11.50 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: [www.stpaul.gov/laborstandards](http://www.stpaul.gov/laborstandards)

**Retaliation is Illegal**

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

*Language interpretation, translation, and accommodations are available upon request.*

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