

CITY OF SAINT PAUL EMPLOYEE RIGHTS

MINIMUM WAGE

MINIMUM WAGE COVERS ALL DEFINED EMPLOYEES WORKING INSIDE CITY LIMITS FOR AT LEAST 2 HOURS IN ONE WEEK, REGARDLESS OF EMPLOYEES' IMMIGRATION STATUS OR LOCATION OF THEIR EMPLOYER.

**\$12.50
PER HOUR**

January 1, 2020 - June 30, 2022

**\$15.00
PER HOUR**

July 1, 2022

This Minimum Wage is effective for the City of Saint Paul and for businesses with 10,001+ employees.

Tips do not count toward your Minimum Wage.

There are limited adjustments to the Minimum Wage for some employees and trainees under 20 years old.

EARNED SICK AND SAFE TIME

EMPLOYERS IN SAINT PAUL MUST PROVIDE EMPLOYEES WORKING IN SAINT PAUL WITH PAID LEAVE FOR EMPLOYEE OR EMPLOYEE'S FAMILY MEMBER'S CARE RELATED TO:

Sick Time

- mental illness
- physical illness
- preventative medical care

Safe Time

- domestic violence
- sexual assault/stalking
- school closures due to inclement weather

How ESST Works

- Employees must work 80 hours in the City of Saint Paul to be eligible for ESST
- Employees earn 1 hour of ESST for every 30 hours worked in the City of Saint Paul
- Employees can earn up to 48 hours per year and can save unused time
- Employees can carry over up to 80 hours of unused ESST hours per year
- Employees begin earning sick leave on their 1st day of employment

You can file a complaint with Labor Standards Division if your employer:

- Does not pay you at least Minimum Wage or Earned Sick and Safe Time
- Retaliates against you for asking about your rights or filing a complaint
- Fails to inform you of your rights to Minimum Wage or Earned Sick and Safe Time

City of Saint Paul

Department of Human Rights & Equal Economic Opportunity
Labor Standards Education and Enforcement Division
15 W Kellogg Blvd, Suite 280, Saint Paul, MN 55102
651.266.8966 | laborstandards@stpaul.gov

Language interpretation, translation, and accommodations are available.
If you believe you have been retaliated against, you may also file a complaint in court.
EMPLOYERS MUST PROVIDE MINIMUM WAGE AND ESST. RETALIATION IS ILLEGAL.

