

# CITY OF SAINT PAUL EMPLOYEE RIGHTS

## MINIMUM WAGE

MINIMUM WAGE COVERS ALL DEFINED EMPLOYEES WORKING INSIDE CITY LIMITS FOR AT LEAST 2 HOURS IN 1 WEEK, REGARDLESS OF EMPLOYEES' IMMIGRATION STATUS OR LOCATION OF THEIR EMPLOYER.

**\$11.50  
PER HOUR**

July 1, 2020 to June 30, 2021

This Minimum Wage is effective for businesses with 101-10,000 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 the 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](mailto: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.

