St. Paul

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# 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 101-1,000 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

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**City of Saint Paul**
Department of Human Rights & Equal Economic Opportunity
Labor Standards Education and Enforcement Division
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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.