


Overview of Paid Sick Time Laws in the United States

Please note that these paid sick time materials do not represent an exhaustive overview of the state, county, and city paid sick time laws described, and it does not constitute legal advice. It is possible that additional provisions not described in these materials may apply to a worker's specific circumstances or category of employment.

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|  <p>For more information visit A Better Balance (abetterbalance.org)</p> | <p>Bloomington, MN</p> |
| <p>Who is covered? Note: City/county paid sick time laws cannot cover state government workers, and city, county, and state paid sick time laws cannot cover federal government workers.</p> | <p>Workers who perform work for an employer within Bloomington for at least 80 hours in a year for that employer are covered. Extended employment program workers (see https://mn.gov/deed/job-seekers/disabilities/extend-employment/ for more), independent contractors, and student interns are exempted.</p> |
| <p>Can sick time be used to care for loved ones?</p> | <p>Yes: children; parents; parents-in-law; spouses; grandchildren; grandparents; siblings; and members of the worker's household.</p> |
| <p>How is "child" defined?</p> | <p>Biological, adopted or foster child, step-child, guardian, or ward, regardless of age</p> |
| <p>Can sick time be used for specific "safe time" purposes (related to domestic violence, sexual assault, or stalking)?</p> | <p>Yes, when the worker or the worker's family member is the victim</p> |
| <p>Can sick time be used under the law to bond with a new child and/or deal with a family member's death? Note: It is possible that other laws, such as the Family and Medical Leave Act or a state equivalent, could provide eligible workers with unpaid leave for these purposes.</p> | <p>Sick time can be used to deal with the death of a family member.</p> |
| <p>Can sick time be used when a worker's place of work or child's school/place of care is closed by public health officials for a public health emergency?</p> | <p>Yes. The law also allows workers time off if they need to care for family member whose school/place of care is closed due to inclement weather, loss of power/heating/water, or other unexpected closure.</p> |
| <p>Rate at which workers earn paid sick time?</p> | <p>1 hour per 30 hours worked within Bloomington, MN.</p> |
| <p>Do workers have different sick time-related rights based on the size of their employer? If so, based on what employer-size threshold(s)?</p> | <p>Yes. Workers in businesses with 5 or more employees can earn up to 48 hours of paid sick time per year. Workers in businesses with fewer than 5 employees can earn up to 48 hours of unpaid, job-protected sick time per year.</p> |
| <p>Amount of paid sick time that can be earned under the law per year? (Note: All of these paid sick time laws make it clear that these laws establish a minimum requirement, and employers can provide greater or more generous paid sick time benefits to their workers.)</p> | <p>Workers in businesses with 5 or more employees: up to 48 hours per year. Workers in businesses with fewer than 5 employees: up to 48 hours of unpaid, job-protected sick time per year.</p> |

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| <p>When do workers begin to earn paid sick time?</p> | <p>At the commencement of employment or July 1, 2023, whichever is later, but workers are not entitled to use sick time until the 90th calendar day after the commencement of employment.</p> |
| <p>Does unused sick time carry forward to the subsequent year?</p> | <p>Workers are entitled to carry forward unused sick time and shall continue to accrue sick time up to a total of 80 hours at any time. There is otherwise no explicit limit on how much earned sick time can be used in a year. Carry forward is not required if the employer provides at least 48 hours of earned sick time following the initial 90 days of employment for use during the first year and at least 80 hours beginning each subsequent year.</p> |
| <p>Private Right of Action to go to Court?</p> | <p>Yes.</p> |
| <p>Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?</p> | <p>An employer may opt to satisfy the law for construction industry employees by paying at least the State prevailing wage or the rate required in an applicable registered apprenticeship agreement (regardless of whether working on private or public projects).</p> |
| <p>What Agency or Official Enforces the Law?</p> | <p>Bloomington's City Attorney's Office</p> |
| <p>For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?</p> | <p>N/A</p> |
| <p>Statutory Citation(s)</p> | <p>Bloomington Code of Ordinances, Ch. 23.</p> |
| <p>Additional Notes</p> | <p>Bloomington's paid sick time ordinance was enacted on June 6, 2022, and goes into effect on July 1, 2023. For more information, see https://www.bloomingtonmn.gov/mgr/earned-sick-and-safe-leave-essl</p> |