



# Overview of Paid Sick Time Laws in the United States

Updated on October 7, 2019

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.

 <p>For more information visit</p> <p>A Better Balance (<a href="http://abetterbalance.org">abetterbalance.org</a>)</p>	<p>Saint Paul, MN</p>
<p>Who is covered?</p>	<p>Workers who perform work for an employer within Saint Paul for at least 80 hours in a year for that employer are covered. Independent contractors are exempted.</p>
<p>Can sick time be used to care for loved ones?</p>	<p>Yes: children; parents; parents-in-law; spouses; registered domestic partners; grandchildren; grandparents; siblings; and any individual related by blood or affinity whose close association with the worker is the equivalent of a family relationship</p>
<p>How is "child" defined?</p>	<p>Biological, adopted, or foster child, or a stepchild.</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>No</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. Also includes 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 for every 30 hours worked</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>No</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>Up to 48 hours a year. New employers only have to provide unpaid, job-protected sick time in their first 6 months after hiring their first worker (this "new business" provision only applies until January 1, 2023).</p>

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<p>When do workers begin to earn paid sick time?</p>	<p>At the commencement of employment, but workers aren't entitled to use sick time until the 90th calendar day after commencement of employment.</p>
<p>Does unused sick time carry forward to the subsequent year?</p>	<p>Workers are entitled to carry forward unused paid sick time and shall continue to accrue paid sick time up to a total of 80 hours at any time. There is otherwise no explicit limit on how much paid sick time can be used in a year. Carry forward is not required if the employer provides at least 48 hours of paid sick time following the initial 90 days of employment 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 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>Saint Paul Department of Human Rights and Equal Economic Opportunity</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>Saint Paul Code § 233.01 et seq.</p>
<p>Additional Notes</p>	<p>On September 7, 2016, the Saint Paul City Council unanimously passed a paid sick time ordinance. For employers with 24 or more workers, the law became effective July 1, 2017. For employers with 23 or fewer workers, the law became effective January 1, 2018. For more information about Saint Paul's sick time law, see <a href="https://www.stpaul.gov/departments/human-rights-equal-economic-opportunity/contract-compliance-business-development/earned">https://www.stpaul.gov/departments/human-rights-equal-economic-opportunity/contract-compliance-business-development/earned</a>.</p>