

KNOW YOUR RIGHTS: Minneapolis, Minnesota Earned Sick and Safe Time

1) What does the Minneapolis Earned Sick and Safe Time law do?

It gives workers sick time that can be used to recover from physical/mental illness or injury; to seek medical diagnosis, treatment, or preventative care; to care for a family member who is ill or needs medical diagnosis, treatment, or preventative care; when the worker's place of business is closed by order of a public official due to a public health emergency or to care for a child whose school or childcare provider has been closed by order of a public official due to a public health emergency; if the worker or a family member is the victim of domestic abuse, sexual assault, or stalking; or to accommodate the worker's need to care for a family member whose school or place of care has been closed due to inclement weather, loss of power, loss of heating, loss of water, or other unexpected closure.

2) Am I covered?

If you work as an employee in Minneapolis for at least **80 hours in a year** for an employer, you are probably covered, whether you are a **full-time or part-time** worker. However, the law does not cover federal employees, state employees, independent contractors, or a few other narrow groups. Note that there are special provisions for how employers can satisfy the law's requirements for construction employees.

3) How much sick time can I earn?

You earn **1 hour** of sick time for **every 30 hours worked**. Workers can earn up to **48 hours of** sick time per year *per year*. You can carry forward unused sick time and continue to earn sick time up to a total of 80 hours at any time.

For workers in businesses with **6 or more** employees, this sick time must be ***paid***. For workers in businesses with **5 or fewer** workers, employers are only required to provide ***unpaid, job-protected*** sick time.

Until July 1, 2022, new employers, other than certain chain businesses with a new location, only have to provide unpaid, job-protected sick time in their first 12 months of operation after hiring their first worker.

All covered employees are protected against being fired or punished for using their sick time (including threats, discipline, demotion, reduction in hours, termination, etc.).

4) What if my work or my child's school or daycare is closed for a health emergency?

You can also use your sick time if your place of business is closed by order of a public official due to a public health emergency or to care for a child whose school or childcare provider has

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been closed by order of a public official due to a public health emergency. You can also use your sick time to care for a family member whose school or place of care has been closed due to inclement weather, loss of power, loss of heating, loss of water, or other unexpected closure.

5) Which of my family members are covered by the law?

Under the law, you can take sick time to care for yourself or a child, parent; parent-in-law; spouse; registered domestic partner; grandchild; grandparent; sibling; or another member of your household.

6) What if I already have paid leave or paid time off?

If you already get any paid leave (vacation, paid time off, etc.) that you can use as sick time for the same purposes and under the same conditions of this law **and** it's **at least** the same amount you would earn under this law, the law does **not** give you any additional paid time off.

7) When can I begin using my sick time?

You start earning sick time immediately after you begin employment and can start using it 90 days after the start of your employment.

8) Do I need a doctor's note?

An employer may require reasonable documentation that the sick time is covered by one of the law's purposes, but only after more than 3 consecutive days of absence.

The Minneapolis Department of Civil Rights is in charge of enforcing this law.

All covered workers are protected against being fired or punished for using sick time. If you have a problem—or want more information—call A Better Balance's **free** legal clinic at **1-833-NEED-ABB**.

Please note that this fact sheet does not represent an exhaustive overview of the paid sick time law described, and it does not constitute legal advice. It is possible that additional provisions not described in this fact sheet may apply to a worker's specific circumstances or category of employment.