CITY OF MINNEAPOLIS

NOTICE TO EMPLOYEES

Minneapolis Labor and Employment Rights

Wage Theft Prevention

All employees have a legal right to receive full and timely payment of *all* earnings and "employee notice" documentation.

Wage Theft includes:

- Work without pay
- Denial of overtime
- Unlawful deductions

Documentation includes:

- Paystubs
- Information about pay rate(s), paydays, and sick and safe time

Minimum Wage

- Applies to *all* employees *performing work in Minneapolis*.
- Increases every year on January 1st.

2026 Minimum Wage	2027 Minimum Wage
$16.37 per hour	**$17.02 per hour**

Sick and Safe Time (access to sick leave or PTO)

- Employers must provide sick and safe time (or equivalent leave) and must pay all employees for covered absences.
- Employees begin earning sick and safe time (or equivalent leave) hours on the first day of work – part-timers included.
- Employees earn at least one hour for every 30 hours worked. Accrual may be capped at 48 yearly and 80 overall.
- Employees are entitled to leave amounts and policies in writing.

Sick Time
Medical or mental health care, illness or injury

Safe Time
To address domestic abuse, sexual assault or stalking

Sick or Safe
Care for sick family member or during emergency closures



Working. Thriving. Together.

Help make Minneapolis a healthier, more secure, and more productive community.

REPORT A VIOLATION

Minneapolismn.gov/laborenforcement

Call 311

350 S. 5th St., Rm 239

RETALIATION PROHIBITED

Interference with an employee's exercise of protected rights is punishable by fine(s) up to $3,000 per employee.

Minneapolis
City of Lakes

THIS POSTER MUST BE DISPLAYED WHERE EMPLOYEES CAN EASILY READ IT. Download this poster at sicktimeinfo.minneapolismn.gov/employer-resources. It may be printed on 8 ½" x 11" letter size paper. More questions? We're here to help: **sicktimeinfo@minneapolismn.gov or call 311.**

For reasonable accommodations or alternative formats please contact the Minneapolis Civil Rights Department at 612-673-3012. People who are deaf or hard of hearing can use a relay service to call 311 at 612-673-3000. TTY users can call 612-673-2157 or 612-673-2626. **Para asistencia 612-673-2700, Yog xav tau kev pab, hu 612-673-2800, Hadii aad Caawimaad u baahantahay 612-673-3500.**