

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



Working. Thriving. Together.

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



Minimum Wage effective Jan. 1, 2026

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

2026 Minimum Wage

\$16.37 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

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.