

# 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 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



### Working. Thriving. Together.

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



#### REPORT A VIOLATION



**Minneapolismn.gov/  
laborenforcement**



**Call 311**



**350 S. 5<sup>th</sup> 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.