SAINT PAUL
HUMAN RIGHTS & EQUAL
ECONOMIC OPPORTUNITY

CITY OF SAINT PAUL
Department of Human Rights & Equal Economic Opportunity (HREEO)
Division of Labor Standards Enforcement and Education

Notice to Employees

Wage Theft, Minimum Wage, Earned Sick and Safe Time (ESST) ordinances apply to employees performing work within the geographical boundaries of Saint Paul.

WAGE THEFT

Wage theft occurs anytime employers fail to pay employees what they are legally owed, such as paying below minimum wage, not paying overtime, requiring work without pay, denying legal breaks, misclassification, withholding tips, non-payment of fringe benefits, and illegal deductions.

EARNED SICK AND SAFE TIME

What can you use ESST for?

- For yourself or a family member's mental or physical illness, injury, or other health conditions.
- Reasons related to domestic abuse, sexual assault, harassment, or stalking.
- School or work closure due to weather or public emergency.
- Funeral arrangement and bereavement.

How do you accrue and use ESST?

- Earn 1 hour of ESST for every 30 hours worked; and a minimum of 48 ESST hours in a year.
- Employees begin accruing ESST on their first day of work and are allowed to use accrued ESST if their employer anticipates they will work 80 hours in a year.
- Employers can frontload 48 hours with payout or frontload 80 hours with no payout.
- Documentation may only be requested for ESST absences of longer than 2 consecutive scheduled workdays.

Language interpretation, translation, and accommodations are available upon request

MINIMUM WAGE INCREASES

The Saint Paul Minimum Wage is updated annually

BUSINESS SIZE	2025	EFFECTIVE JAN. 1, 2026	EFFECTIVE JULY 1, 2026
City Rate Includes Macro & Large (101+ employees)	$15.97	$16.37	$16.37
Small (6-100 employees)	$15.00	$15.00	$16.37
Micro (5 or fewer employees)	$13.25	$13.25	$14.25

REPORT A VIOLATION

If you believe your rights have been violated, you can file a complaint with HREEO using any of these methods:

- Call us at 651-266-8966
- Email us at LaborStandards@stpaul.gov
- Online at www.stpaul.gov/laborstandards
- Saint Paul City Hall, 15 W Kellogg Blvd, Office 280, Saint Paul, MN 55102

Retaliation is Illegal