

EARNED SICK AND SAFE TIME

NOTICE OF EMPLOYEE RIGHTS

EFFECTIVE JULY 1, 2023

The Earned Sick and Safe Time (ESST) Ordinance requires employers to provide PAID sick and safe time to employees working in Bloomington.

YOU HAVE A RIGHT TO SICK AND SAFE TIME THAT YOU CAN USE FOR THE CARE, TREATMENT OR SAFETY OF YOU OR A FAMILY MEMBER.



Who QUALIFIES?

Employees working in Bloomington for 80+ hours in a year. Employees can be full-time, part-time, temporary, or seasonal.

How IS IT PAID?

ESST must be paid on the same schedule and at the same rate as regular wages.

How DO I EARN LEAVE TIME?

ONE hour of ESST for every 30 hours worked.
Employees can earn up to 48 hours/year.
Unused ESST carries over to the next year.

CHECK YOUR PAY STUB

Employers must list the amount of earned sick and safe time on your pay check stub.

WHEN AND HOW CAN TIME BE USED?

Employees can use leave time (a) for medical, physical, mental or health needs, (b) for school or workplace closures, and (c) when they or a family member is a victim of domestic violence, sexual assault, or stalking.

Retaliation against an employee trying to use ESST is prohibited. An employee can file a complaint against an employer who retaliates against the employee or fails to provide ESST.

If you believe your right to ESST has been violated, you can file a complaint at:

Email: ESST@bloomingtonmn.gov • Website: blm.mn/ESST • Call: 952-563-8753

Mail/In-person: City of Bloomington, Legal Department, Compliance Division,
1800 W. Old Shakopee Road, Bloomington, MN 55431

For more information scan the QR below.

