

EARNED SICK AND SAFE LEAVE

NOTICE OF EMPLOYEE RIGHTS EFFECTIVE JULY 1, 2023



The Earned Sick and Safe Leave (ESSL) Ordinance requires employers with five or more employees to provide PAID sick and safe leave to employees working in Bloomington.

YOU HAVE A RIGHT TO SICK AND SAFE LEAVE 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?

If an employer has five or more employees, ESSL must be paid on the same schedule and at the same rate as regular wages.

HOW DO I EARN LEAVE TIME?

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

CHECK YOUR PAY STUB

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

WHEN AND HOW CAN LEAVE 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 ESSL is prohibited. An employee can file a complaint against an employer who retaliates against the employee or fails to provide ESSL.

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

Email: ESSL@bloomingtonmn.gov • Website: blm.mn/essl • 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.

