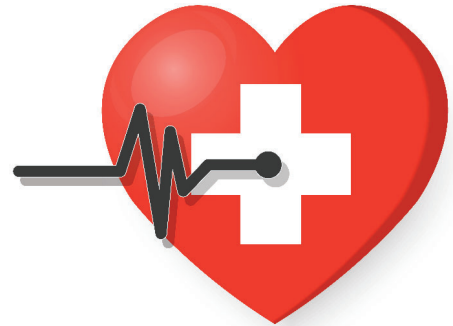


Minnesota's Earned Sick and Safe Time

On January 1st, 2024, Minnesota's earned sick and safe time law went into effect. The law requires that certain employers provide qualified employees paid leave for legally qualified reasons.

Qualified Reasons

- Mental illness treatment or preventative care
- Physical illness treatment or preventative care
- Domestic violence
- Sexual assault
- Stalking
- Workplace closure due to weather or public emergency
- Risk of infecting others with a communicable disease



Eligibility is based on employees working at least 80 hours in a year. This includes temporary and part-time employees but does not include independent contractors. Other exceptions apply based on collective bargaining agreements for employees in the construction industry. For more information go to <https://www.dli.mn.gov/sick-leave>.

Covered Family Members

- child, foster child, adult child, legal ward
- child for whom the employee is legal guardian
- child to whom the employee stands or stood in loco parentis
- their spouse
- registered domestic partner
- their sibling
- stepsibling or foster sibling
- their biological, adoptive or foster parent
- stepparent or a person who stood in loco parentis when the employee was a minor child
- their grandchild
- foster grandchild
- step-grandchild
- their grandparent
- step-grandparent
- a child of a sibling of the employee
- a sibling of the parents of the employee
- a child-in-law
- sibling-in-law
- any of the family members listed in 1 through 9 above of an employee's spouse or registered domestic partner
 - any other individual related by blood or whose close association with the employee is the equivalent of a family relationship
 - up to one individual annually designated by the employee.