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CITY OF SAINT PAUL

HUMAN RIGHTS & EQUAL ECONOMIC OPPORTUNITY

Serving Saint Paul residents and businesses by advancing justice and equity through education, advocacy, and enforcement.

- Contract Compliance & Business Development
- Procurement (Contract & Analysis Services)
- Human Rights, Including ADA, LEP, & PCIARC
- Labor Standards Enforcement & Education



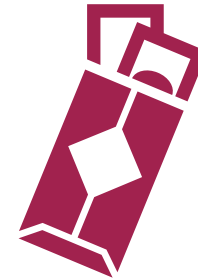


Saint Paul Labor Standards Ordinances



Earned Sick & Safe Time

Creates access to paid time off from work for employees who perform work in Saint Paul Chapter 233



Minimum Wage

Local hourly minimum wage standard for employees who perform work in the city of Saint Paul Chapter 224

Purposes of Earned Sick & Safe Time (ESST) Ordinance

§233.01



To ensure that all workers in the City of Saint Paul can address their own health needs and the health needs of their family members.



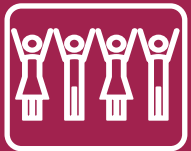
To promote the economic security and stability of workers and their families, as well as businesses serving the City of Saint Paul and its residents.



To allow victims of domestic abuse and their family members to receive treatment and take the necessary steps to ensure their protection.



To protect the public's health in Saint Paul by reducing the risk and spread of contagion.



To safeguard the public welfare, health, safety, and prosperity of the people in the City of Saint Paul.



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Summary of Amendments

- Align the City's ordinance with State law
 - Minn. 2023 Session Law Ch. 53, Art. 12, §§ 1 – 9.
 - Effective date January 1, 2024
- Technical formatting



Specifics – At a Glance

Section 233.02

- Amends definition of “Family Member”.
 - The State’s bill expands the definition to capture the reality of family today.

Section 233.04

- Allows use of ESST as soon as it is accrued or frontloaded.
 - The State’s bill does not have a time restriction on when ESST can be used once it is accrued.
 - Allows employees to submit a note from a health provider or their own statement of absence when employers request documentation of ESST usage after an absence of three (3) consecutive workdays.
 - This provision reduces barriers to ESST use while allowing employers to prevent misuse.

Section 233.08

- Requires employer to provide ESST information on earnings statement and pre-hire notice.
 - Knowledge of ESST information creates better access for employees and stronger compliance for employers.



Specifics – At a Glance

Section 233.10

- Requires reinstatement of available ESST balance if employee is rehired within 180 days.
 - The rehire period increases access to ESST for employees through shifting economic and employment conditions such as seasonal employees.

Section 233.13

- Extends time for filing a complaint from two (2) years to three (3) years.
 - The State bill allows three (3) years from the violation to commencement of recovery of damages resulting from violations of the law.
- Allows financial remedies of back-pay, restitution and liquidated damages.
 - The State's bill allows back pay, gratuities, and compensatory damages to employees impacted by violations of the law, multiplied by two (2).
- Allows financial remedies of civil penalties up to the State's amount.
 - The State's bill allows for civil penalties of \$10,000 for each violation of the law for each employee impacted by the violation.





Main Outcomes of Ordinance Alignment

- ✓ Will not create a second set of laws
- ✓ Allows for simpler compliance process
- ✓ Makes it easy to do business in Saint Paul
- ✓ Provides equal protection for employees



Questions?

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