

CITY OF SAINT PAUL  
EARNED SICK AND SAFE TIME (ESST)  
**NOTICE TO EMPLOYEES**

*This poster must be displayed in a conspicuous and accessible place, and is available in multiple languages*

# Employers in Saint Paul must provide employees working in Saint Paul with paid leave for medical or safety reasons.

**Sick Time:** An employee or family member's mental or physical illness, including preventative medical care.

**Safe Time:** Reasons related to domestic violence, sexual assault, stalking, school closures due to inclement weather or other public safety issues, for an employee or an employee's family member.

You can use ESST for an employee's own care or care of a family member.

**Earned Sick and Safe Time Rates and Usage:**

- Employees accrue 1 hour of ESST per 30 hours worked in Saint Paul
- Employees can accrue up to 48 hours per year and can save unused time
- Employees can carry over up to 80 hours of unused ESST hours per year
- Employees begin accruing sick leave on the 1st day of employment
- Employees can start using ESST after 90 days of employment
- Employees must work 80 hours in Saint Paul to be eligible

**EMPLOYERS MUST PROVIDE ESST. RETALIATION IS ILLEGAL.**

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

**651-266-8900 | [laborstandards@stpaul.gov](mailto:laborstandards@stpaul.gov) | [www.stpaul.gov/esst](http://www.stpaul.gov/esst)**

Additionally, if you have been retaliated against, you may also file a complaint in court.

Language interpretation, translation, and accommodations are available.

Talk to your employer about ESST. Your employer may already meet the requirements of the law.

Your employer must provide your ESST balance.

# ESST

**City of Saint Paul**

Department of Human Rights & Equal Economic Opportunity  
Labor Standards Unit

15 W Kellogg Blvd, Suite 280, Saint Paul, MN 55102  
651.266.8900 | [laborstandards@stpaul.gov](mailto:laborstandards@stpaul.gov)

**Learn more at [www.stpaul.gov/esst](http://www.stpaul.gov/esst)**

