

# MINNESOTA

## New Minnesota Law Requires Paid Sick and Safe Leave for Employees

As part of an omnibus legislative jobs and spending [package](#), Minnesota has passed a law that requires nearly all employers in the state to provide their workers with paid earned sick and safe time (ESST), effective Jan. 1, 2024.

### Covered Employers

Employers with at least one employee are covered by the law, including staffing agencies that supply temporary employees. The law also applies to employee leasing agencies and professional employer organizations if they are the taxpaying employer under state law.

### Eligible Employees

Employees, including part-time and temporary employees, are eligible for ESST if they work at least 80 hours per year in Minnesota for their employer. The law does not cover certain airline flight deck and cabin crew members.

### Accrual, Carryover and Front-loading of Leave

Beginning at the start of employment, employees accrue one hour of ESST for every 30 hours worked, up to 48 hours per year. Unused ESST carries over into the following year. Employers that front-load ESST at the beginning of the year are exempt from the carryover requirement, as follows: If the employer pays out unused ESST at the end of the year, the amount required to be front-loaded is 48 hours; if there is no payout, the employer must front-load 80 hours.

### Use of ESST

Employees may use ESST when it accrues. It may be used for specific purposes related to the worker's or a family member's well-being, including purposes arising from domestic abuse, sexual assault or stalking. ESST may also be taken for certain public emergency and public health reasons. Employer and employee notice provisions apply, as do employer recordkeeping requirements.

### Important Dates

#### May 24, 2023

Gov. Tim Walz signed paid sick leave requirement into law.

#### Jan. 1, 2024

Paid sick leave requirement takes effect.

*Most Minnesota employers are covered by the new paid sick leave requirement.*

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