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CITY OF SAINT PAUL

HUMAN RIGHTS & EQUAL ECONOMIC OPPORTUNITY

Labor Standards Ordinance Updates

September 24, 2025

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

Labor Standards & Human Rights Investigations
Accessibility of City Services (ADA & LEP)
Complaints of Police Misconduct (PCIARC)
Small Business Certification (CERT)
Contract Compliance
Procurement

Accommodations & language services available upon request for ALL programs



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Your Saint Paul Labor Standards Rights

Wage Theft

Ensures employees in Saint Paul receive all pay they are due for their work



Chapter 224A

Earned Sick & Safe Time (ESST)

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



Chapter 233

Minimum Wage

Local hourly minimum wage rate for employees who perform work in the city of Saint Paul



Chapter 224

MINIMUM WAGE INCREASES

The Saint Paul Minimum Wage is updated annually

BUSINESS SIZE

2025

EFFECTIVE
JAN. 1, 2026

EFFECTIVE
JULY 1, 2026

City Rate

Includes Macro & Large
(101+ employees)

\$15.97

\$16.37

\$16.37

Small

(6-100 employees)

\$15.00

\$15.00

\$16.37

Micro

(5 or fewer employees)

\$13.25

\$13.25

\$14.25

Summary of Ordinance Amendments

1. Align the City's ordinances with State laws
2. Technical formatting across the body of work
3. Small policy additions and clarifications



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Main Outcomes of Ordinance Alignment

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



Earned Sick & Safe Time (ESST), Ch. 233

Updates include:

- Add *Harassment* as a reason to use ESST
- Alignment with language in the State's statute, 181.9445-.9448
 - ✓ Base Rate
 - ✓ Employee—anticipated to work 80 hours in a year
 - ✓ Added funeral/memorial for use
 - ✓ Employee can provide written statement
 - ✓ Employer can request reasonable documentation after 2 days
- Add language around seeking an Administrative Warrant for business records
- Alignment across the body of work (MW & WT)



Minimum Wage, Chapter 224

Updates include:

- Alignment with language in the State's statute, 177.23-24
- Clean up and clarification around dates when wages increase
 - ✓ City Wage—both Macro and Large businesses are at this rate, merging the categories
 - ✓ Maintain time for Small and Micro businesses to adjust
- 90-Day Youth Rate
- Add language around seeking an Administrative Warrant for business records
- Alignment across the body of work (WT, ESST)



Wage Theft, Chapter 224A

Update:

- Add language around seeking an Administrative Warrant for business records

Chapter 11

Administrative Code details the general responsibilities of the department.

Updates include:

- Specifically adding the Wage Theft Ordinance, Chapter 224A
- Removing the clause about receiving and hearing administrative appeals related to Chapter 233 as that was moved to Council a couple years ago





Timeline

9/24/2025	1 st reading at Council of all proposed ordinance edits.
10/1/2025	2nd reading at Council w/public hearing to allow for community comments.
10/8/2025	3rd reading at Council and potential vote.
10/10/2025	HREEO aims to publish all drafts of Proposed Administrative Rules and open the 30-day public comment period.
11/10/2025	30-day public comment period closes.
11/24/2025	HREEO aims to publish all 3 final drafts of Administrative Rules. Additionally, website, FAQs, Notice Poster, and all other collaterals aligned.

Questions?

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Human Rights & Labor Standards division, HREEO



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