COVID-19 & Employment Rights in Minneapolis, MN

I have flu-like symptoms or have been directed to quarantine
- FFCRA Paid Leave might cover me; and, in addition, Sick and Safe Time covers all employees in Minneapolis.
- Accrued Sick and Safe Time may be used; OR FFCRA Paid Leave if possible (at 2/3 pay up to $200 per day and $2,000 overall); OR BOTH consecutively (2+ weeks).
- Additional job protection (unpaid) might be available under MN (quarantine) law and/or federal law (FMLA), if necessary, and/or unemployment insurance benefits might be available per MN Governor’s Order (20-05).

I need to care for someone in my household
- Someone in my household has Coronavirus
- Accrued Sick and Safe Time may be used; OR FFCRA Paid Leave if possible (at 2/3 pay up to $200 per day and $2,000 overall); OR BOTH consecutively (2+ weeks).
- Additional job protection (unpaid) might be available under MN (quarantine) law and/or federal law (FMLA), if necessary, and/or unemployment insurance benefits might be available per MN Governor’s Order (20-05).

I am employed and still on the job and I need paid leave
- I want to preemptively self-quarantine to prevent contracting Coronavirus
- I am not entitled to use Sick and Safe Time or FFCRA Paid Leave
- Additional job protection (unpaid) might be available under MN (quarantine) law and/or federal law (FMLA), if necessary, and/or unemployment insurance benefits might be available per MN Governor’s Order (20-05).

I need to care for my child due to the emergency closure of their school or place of care
- Accrued Sick and Safe Time may be used; OR FFCRA Paid Leave if possible (at 2/3 pay up to $200 per day and $2,000 overall); OR BOTH consecutively (2+ weeks).
- Additional job protection (unpaid) might be available under MN (quarantine) law and/or federal law (FMLA), if necessary, and/or unemployment insurance benefits might be available per MN Governor’s Order (20-05).

I have been laid off or furloughed
- If my employer does not remedy in a reasonable amount of time and it’s reasonable for me to quit, I may apply for Unemployment Insurance Benefits at www.uimn.org

I am working but my hours have been reduced
- Employers are not required to pay former employees for unused sick and safe time hours; however employers may choose to do so.
- An application for State of MN Unemployment Insurance Benefits is available at www.uimn.org

My employer refuses to implement a COVID-19 Preparedness Plan or OSHA standards
- Employees should complain to their employer and/or contact MN OSHA at 651-284-5050
- Employees instructed to work fewer hours due to closure by order of a public official may use accrued Sick and Safe Time for the previously scheduled hours

Eligibility (as determined by the state of MN) may include additional dollars and/or weeks of compensation due to the pandemic emergency

An application for State of MN Unemployment Insurance Benefits is available at www.uimn.org

Employees instructed to work fewer hours due to closure by order of a public official may use accrued Sick and Safe Time for the previously scheduled hours
- If an employer rehires the employee within 90 days, the employer must reinstate the employee’s accrued Sick and Safe Time.

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City of Minneapolis Sick and Safe Time and Covid-19 FAQ’s

The State of Minnesota regulates unemployment insurance and workplace safety

The U.S. Families First Coronavirus Response Act (FFCRA) FAQ’s