Client Alert

Minnesota - Updates to Earned Sick and Safe Time Law (ESST)

WHAT'S NEW: Minnesota recently made minor updates to its sick leave law:

Effective July 1, 2025

- Employers may now establish reasonable notice requirements for employees using sick leave for unforeseeable circumstances. The prior standard was that employees were to provide notice "as soon as practicable."
- Employers may now require a doctor's note or other verification of the employee's need for absence **after more than two consecutive days instead of three**.
- Employees still cannot be required to find a replacement when using sick leave, but the law makes clear that an employee may voluntarily seek a replacement or trade shifts with a coworker.

Effective January 1, 2026

- Employers may advance (frontload) earned sick and safe time to an employee based on the number of hours the employee is anticipated to work for the remaining portion of the accrual year. If the employee ends up working more hours than expected, the employer must make up the difference.

WHAT EMPLOYERS SHOULD DO: Prior to implementing any of the permissible changes, employers should review policies and notify employees of any changes with plenty of advance notice.

If you have any questions, please contact your HR Business Partner/Consultant.