Client Alert

Bloomington, Minnesota: Earned Sick and Safe Time Ordinance Repealed

WHAT'S NEW: On April 27, 2026, the city of Bloomington, Minnesota repealed its Earned Safe and Sick Time (ESST) ordinance.

WHY IT MATTERS: Employers in Bloomington, Minnesota are still subject to the statewide ESST mandated under Minnesota state law. Notably, Minnesota state sick leave requirements are very similar to those that were in place in Bloomington, MN. The most significant change is that eligible employees are now required to file ESST-related complaints with the state, as opposed to the city of Bloomington.

WHAT EMPLOYERS SHOULD DO: Bloomington, MN employers should review and update their paid sick leave policies as necessary to reflect the change. Employers should also consider removing Bloomington-specific ESST workplace postings or references in their handbooks or other communications that reference the now-repealed ordinance.

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