

CITY OF HAYWARD
FREEBORN COUNTY, MINNESOTA

Resolution 2025-5

*A Resolution Supporting the Implementation of Earned Sick and Safe Time (ESST) for
Employees of the City of Hayward, MN*

WHEREAS, the City of Hayward recognizes the importance of ensuring equitable access to paid leave for its full time and part-time employees for health and safety reasons; and

WHEREAS, The City of Hayward has established that Hayward's one full-time employee shall receive 120 hours annual Paid Time Off in 2025; and

WHEREAS, under the ESST law, employers are required to provide employees with a minimum amount of paid time off to address personal illness, injury, or safety concerns; and

WHEREAS, in Minnesota, full-time employees can accrue up to 48 hours of Earned Sick and Safe Time (ESST) annually. This is calculated at a rate of 1 hour of ESST for every 30 hours worked, and ESST may be banked from year to year, with a maximum accumulation of 80 hours; and

WHEREAS, if an employer provides additional paid time off (PTO) beyond the ESST minimum requirement, such additional PTO must meet ESST requirements for use related to ESST-qualifying purposes; and

WHEREAS, the city understands that this includes adherence to rules such as notice, documentation, anti-retaliation, and replacement worker provisions, even though these additional PTO hours are not subject to ESST accrual requirements; and

BE IT FURTHER RESOLVED THAT the City of Hayward commits to enhancing employees' dignity, health, and economic security through equitable initiatives.

Passed and adopted by the Hayward City Council on this **January 13, 2025**.

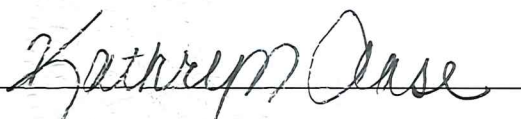
By



Anthony Cox, Mayor

Attest:

By



Kathryn Aese, City Clerk/Treasurer