

[**Employers:** This is a sample employee notice employers can use to inform their employees about earned sick and safe time as required under [Minnesota Statutes § 181.9447, subdivision 9](#). Instructions for completing this notice are in brackets. Delete all instructions before providing this to the employee.]

Esinesin ngeni ewe chóón angaang ren ifa ussun eán epwe angei néún awaan aséésé seni eán angaang

Epwe kawor ngeni ekkewe chóón angaang nón Minnesota néúr awaan aséésé seni eár angaang, nge eár ewe neenien angaang, iei eew sókkun ánnis repwe tongeni angei. Ekkewe chóón angaang repwe tongeni angei eew awaan aséésé seni eár angaang iteitán eár angaanga 30 awaan angaang, nge epwe kaúk wóón 48 awa me asan nón eew ier. [If you are using a more generous accrual system or a front-loading system, edit the previous sentence and insert the applicable system for the employee who will receive this notice.] Nón eew ier epwe kawor ngeni ewe chóón angaang eei úkúúkún awaan aséésé: [Note here how you define the accrual or benefit year for the employee. Examples include the calendar year, year by work anniversary or another 12-month period.]

Iteiten peióf, ewe neenien angaang epwe awora ngeni néún ewe chóón angaang ewe kaúkún awaan aséésé seni angaang nón ena atun pwún epwe tongeni néúni inet aa tufichin néúnéú. Méméén awaan aséésé epwe fiti ewe kaúkún niwin mi akkangei nón eew awa. Ewe chóón esapw pwan féeri eoch sókkun angaang pwe epwe tongeni néúnéú awaan aséésé seni angaang. Ra tongeni néúnéú anóngónóng wóón weewe mi weneitir:

Awaan aséésé seni angaang mi tongeni néúnéú ngeni:

- eán epwe sáfei ren met epwe kinamwei ekiekin me samwaawen inis, iká sáfei iká peekin áppetin samwaaw;
- eán méénún nón ewe famini epwe sáfei ren met epwe kinamwei ekiekin me samwaawen inis, iká sáfei iká peekin áppetin samwaaw;
- eán ewe chóón angaang iká ién méénún nón eán ewe famini etiwaanó eán ráánin angaang pwokiten eán peen kawet ren pwúnúwan, eán sáfei pwún emén ee ochomanawei iká eán epwe kútta kinamwein epwe oponó seni ekkewe mi akkattapwa fetáne;
- kesipenóón eán angaang pwokiten osukosuken ménúmén iká taan fénú iká kesipenóón neenien sukuun iká neenien túmwún eán méénún nón eán famini pwokiten ménúmén me taan fénú;
- Iká meefian ewe neenien sáfei iká sou sáfei pwún epwe asééséénó seni eán neenien angaang pwokiten epwe pinei esapw pwan tori ekkóóch méénún ewe samwau mi tori;
- eán epwe núkú somáán, fiti somáán emén iká pwan ekkóóch sókkun weiresin kaméétiw iká kapwúng mi neoto seni máánóón emén nón eán ewe famini.

Esinesin ngeni ewe neenien angaang, taropwe met epwe awora ngeni

Ewe neenien angaang epwe mwutaatá ngeni ewe chóón angaang eán epwe awora eán esinesin eán epwe tongeni néúnéú awaan aséésé seni angaang esapw kúkkún seni 7 ráán (pwokiten epwe nnó sáfei) me mwan eán epwe tongeni néúnéú. Ewe neenien angaang epwe pwan apéchékkúna pwe ewe chóón angaang epwe awora ngeni sókkun taropwe pwáaraatá pwe mi nnó sáfei nge epwe aséésé únúngát ráán epwe tetteninó chék.

[The following is an example of an employer policy for employees to provide notice before using earned sick and safe time. Edit the following text to match your company's policy.] Iká pwún ewe chóón angaang ee kókkóótun epwe néúnéú néún awaan aséésé seni angaang ren eán samwaaw nge epwe nnó pioing pwún epwe sáfei, epwe angei sáfeian áppetin eán ewe samwaaw iká pwan ekkóóch pwapwun mi mwumwuutá ngeni eán epwe tongeni néúnéú, iwe epwe ásinesin me akkomw, epwe esinesin ngeni [name or position] epwe [phone, email or other communication] epwe áwees me toow, nge epwe mwaren [number between one and seven]. Nge nupwen ewe chóón angaang esapw esinesin me akkomw, ewe chóón angaang epwe kékkéeri [name or position] wóón [phone, email or other communication] inet chék faansoun aa ffat ngeni pwún esapw tufichin angaang.

Appéonúwóók Epwe Awosukosukóók Pwokiten Ómw Óturu Ngawan Nikinikin Ngonuk (Retaliation), mi wor ómw pwúúng ómw kopwe ótuttur wóón mettóóch kese tipeew ngeni

Mi annúk eán eew neenien angaang epwe appéonúwóók epwe awosukosukóók pwokiten ómw óturu pwún ese mwuut ngonuk ómw kopwe néúnéú awaan aséésé seni angaang pwokiten ómw samwaaw, ussun met mi pesepes nón annúk pwún kopwe tongeni néúnéú. Iká ién chóón angaang ee meefi nge mi ffis ngeni eei iwe epwe mwúttir wanong néún taropween ótuttur ngeni eán mwuun Minnesota we Putáin Labor me Industry. Iir mi pwan tongeni wanong néúr taropwe ngeni imwan kapwúng ren ekkewe civil case fáániten eei weewe mi weneiti néúnéún néún awaan aséésé seni angaang ren eán samwau.

Ren pwan ekkóóch tichchikin pworóus

Mwúttir kékkéeri eán mwuun Minnesota ewe Pútáin Labor me Industry nón ewe Kinikin ren Standards wóón néúr nampaan phone 651-284-50-75 iká mmak wóón email ngeni esst.dli@state.mn.us iká katon wóón computer ren tichchikin pworóus fáániten néúnéún awaan aséésé seni angaang pwokiten samwau wóón eár ena webpage sickleave.mn.gov.

