

[**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.]

Avi sou konje maladi ak sekirite anplwaye yo genyen

Anplwaye nan Minnesota yo gen dwa touche konje malad ak sekirite, yon fòm konje peye. Anplwaye yo dwe akimile omwen yon èdtan nan konje maladi ak sekirite yo touche pou chak 30 èdtan yo travay, jiska omwen 48 èdtan nan yon ane. [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.] Yon ane pou rezon tan konje maladi ak sekirite akimile a se: [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.]

Nan fen chak peryòd peman, anplwayè yo dwe bay anplwaye yo kantite èdtan konje maladi ak sekirite anplwaye a te itilize pandan peryòd peman an epi ki disponib pou itilize alavni. Yo dwe peye tan konje maladi ak sekirite yo nan menm pousantaj debaz anplwaye yo touche nan travay. Anplwaye yo pa oblije chèche oswa jwenn yon ranplasman pou orè travay yo pou itilize tan konje maladi ak sekirite yo touche. Yo ka itilize tan maladi ak sekirite yo touche pou tout oswa yon pati nan yon orè, tou depann de bezwen yo.

Ou ka itilize tan konje maladi ak an sekirite yo pou:

- maladi mantal oswa fizik yon anplwaye, tretman oswa swen prevantif;
- maladi mantal oswa fizik, tretman oswa swen prevantif manm fanmi yon anplwaye;
- absans akòz abi domestik, agresyon seksyèl oswa arasman yon anplwaye oswa manm fanmi yo;
- fèmti espas travay yon anplwaye akòz move tan oswa ijans piblik oswa fèmti lekòl manm fanmi yo oswa etablisman swen akòz move tan oswa ijans piblik; epi
- lè yon otorite sante oswa yon pwofesyonèl swen sante detèmine ke yon anplwaye oswa yon manm fanmi yo gen risk pou yo enfekte lòt moun ak yon maladi kontajye.
- pou fè aranjman pou fineray oswa pou patisipe nan sèvis fineray oswa nan yon memoryal oswa pou adrese pwoblèm finansye oswa legal ki rive apre lanmò yon manm fanmi an.

Enfòm travay, dokimantasyon

Yon anplwayè ka mande anplwaye yo pou bay jiska sèt jou avi alavans lè sa posib (pa egzanp, lè yon anplwaye gen yon randevou medikal alavans) anvan yo itilize tan maladi ak sekirite. Yon anplwayè ka mande anplwaye yo tou pou yo bay sèten dokiman konsènan rezon pou yo itilize tan konje maladi ak sekirite yo touche si yo itilize l pou plis pase twa jou travay youn apre lòt.

[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.] Si yon anplwaye planifye pou itilize tan li te genyen pou konje maladi ak sekirite pou yon randevou, swen prevantif oswa yon lòt rezon akseptab li konnen davans, enfòm [name or position] pa [phone, email or other communication] osi lwen davans ke posib, men

