

Employee leave & notice guide

Minnesota, federal, Minneapolis, and Saint Paul resources

Raqi contact for leave and employee questions: Nimo

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Tell Nimo when you need time away or a workplace accommodation. You do not need to diagnose yourself or use a particular legal term to begin the conversation. Ask how to send confidential supporting information privately.

This guide explains legal programs and directs you to official notices. It does not invent Raqi vacation, PTO, holiday, or extra paid-leave benefits. Ask for the current agency policy and your leave balance.

Coverage matters

The estimated staff count is 10-15 and is not verified. Minnesota leave protections can apply to small employers. Federal FMLA and some discrimination-law duties use different employee counts and eligibility rules.

Ask which Paid Leave plan applies: the state program or an approved equivalent. Both official notice options are included in the document library because the agency's plan has not yet been confirmed.

Reviewed October 16, 2026. Check official sources for updates. Public website copies supplement required workplace posting and individual notice delivery.



The main leave programs

Earned sick & safe time	Eligible workers anticipated to work at least 80 hours a year in Minnesota generally earn 1 hour per 30 hours worked, up to 48 hours annually. Under the accrual approach, carryover can bring available time to 80 hours; lawful frontloading alternatives exist. Use it for covered health, family, safety, closure, and bereavement needs. Ask Nimo for the actual accrual method, year, balance, and written notice.
Minnesota Paid Leave	Provides partial wage replacement for qualifying medical and family reasons. Up to 12 weeks of medical leave and 12 weeks of family leave, with a combined maximum of 20 weeks in a benefit year. Eligibility and payment are determined by the program or approved equivalent plan. Job-restoration protections generally begin 90 days after hire. Give at least 30 days' notice when foreseeable; otherwise notify as soon as practicable.
MN pregnancy & parental leave	Up to 12 weeks of unpaid protected leave for pregnancy-related needs or birth/adoption, without an employer-size or service-length minimum. Prenatal care appointments do not reduce this 12-week entitlement. Request leave from the employer; birth/adoption leave is generally used within 12 months.
Federal FMLA: conditional	Generally covers private employers with 50 or more employees in 20 workweeks in the current or previous year. Employee eligibility generally requires 12 months of service, 1,250 hours worked in the previous 12 months, and 50 employees within 75 miles. Up to 12 weeks of unpaid protected leave for qualifying reasons; military caregiver leave can be up to 26 weeks in a single 12-month period.

Programs can run at the same time when the law allows. Do not assume the maximum weeks under each law simply add together. Ask for written eligibility, certification, coordination, and return-to-work information.

Official comparison supplied in the document library

https://mn.gov/deed/assets/paid-leave-other-programs_tcm1045-716671.pdf



Other protected time away

School conferences & activities	Up to 16 hours in a 12-month period for covered school or child-care activities that cannot be scheduled outside work. Generally unpaid; employees may use available paid leave. Provide reasonable advance notice when foreseeable. Minn. Stat. 181.9412.
Voting	Time necessary to vote in person and return to work without loss of pay, including covered early in-person voting. The employer cannot require personal leave or vacation for this purpose. Minn. Stat. 204C.04.
Election judge service	Protected time off with the statutory advance notice and certification. Wages may be reduced by election-judge compensation. Minn. Stat. 204B.195.
Jury service	Job-protected absence for jury duty; the employer must release the employee from the regular schedule and cannot require an alternate shift on a reporting day. State law does not generally require paid jury leave; applicable salary-basis rules may matter. Minn. Stat. 593.50.
Military service	USERRA provides protected absence, reemployment, benefit, and anti-discrimination rights, subject to its rules. State military leave protections may also apply. Consult Nimo and the official USERRA notice.
Military family leave	Up to 10 unpaid working days when an immediate family member is injured or killed in active service (181.947). Qualifying military send-off/homecoming ceremonies: actual necessary time, up to 1 unpaid day a year, subject to the statutory conditions (181.948).

These are separate legal categories. ESST or Paid Leave may also cover an absence depending on the facts. The applicable statute controls definitions, notice, eligibility, and pay.



Safety, health & accommodations

Safety & court participation	ESST may cover domestic abuse, sexual assault, or stalking-related needs. Additional reasonable time off may apply for protection/harassment orders and criminal proceedings. See 518B.01 subd. 23, 609.748 subd. 10, and 611A.036. Request private assistance.
Disability & pregnancy	Reasonable accommodation may include schedule changes or leave. Minnesota pregnancy accommodations and paid lactation breaks can apply to small employers. Federal ADA/PWFA duties generally depend on a 15-employee threshold; Minnesota protections may apply more broadly. Ask about accommodations before assuming leave is the only option.
Expressing milk	Minnesota generally protects needed breaks without loss of compensation and a private, secure non-bathroom space. Federal PUMP protections also apply to many workers. See the official pregnancy/lactation notice.
Donation & Civil Air Patrol	Bone marrow donation: up to 40 paid work hours for covered workers at employers with 20 or more employees at a site, subject to 181.945 definitions. Civil Air Patrol emergency service leave uses those coverage definitions and is generally unpaid (181.946). Organ donation leave under 181.9456 applies to covered public employers; private employers are encouraged to offer it. Blood donation leave under 181.9458 is optional.
Public health & injury	Isolation/quarantine protections may apply under 144.4196. A work injury may involve workers' compensation and other leave/accommodation rights; notify Nimo promptly. Eligibility is fact-specific.

Protected leave and requests must not trigger unlawful retaliation. Keep a copy of your request and the response. Do not submit medical or private client information through the public contact form.



Minneapolis & Saint Paul

Location matters for staff working in clients' homes. Track work locations and hours; the office address alone does not decide which city standards apply.

Minneapolis

The 2026 minimum wage is **\$16.37/hour** for covered work. The combined city notice addresses minimum wage, sick and safe time, and wage theft. Distribute it to new hires as required and use the city's language versions. Check coverage details, including any rules for limited work in the city.

City resources and translated posters

<https://sicktimeinfo.minneapolismn.gov/employer-resources.html>

Saint Paul

For businesses with 6-100 employees, the minimum wage became **\$16.37/hour on July 1, 2026**. The 5-or-fewer category is \$14.25/hour on that date; employer size uses city counting rules. Raqi's estimated 10-15 staff suggests the small-business category, pending confirmation.

The combined August 2026 notice covers wages, ESST, and wage theft. Follow the city's rules where more protective than statewide requirements. Use the current poster and required employee notices.

Rates, classification, and current requirements

<https://www.stpaul.gov/departments/human-rights-equal-economic-opportunity/labor-standards-enforcement-and-education/minimum-wage>

Saint Paul employee resources and translations

<https://www.stpaul.gov/departments/human-rights-equal-economic-opportunity/labor-standards-enforcement-and-education>

Nimo can help identify the appropriate policy and city notices. More generous legal protection controls when overlapping requirements apply.



Notices: what needs action

Workplace display	Use the official state posters plus applicable federal and city posters. Post where employees can see them; provide remote access where required. A public website alone does not satisfy every posting duty.
At hire / handbook	Complete and deliver the wage notice; ESST notice; pregnancy/lactation notice; and Paid Leave notice for the actual plan. Include required ESST, pregnancy/lactation, and wage-disclosure information in any handbook. Apply language requirements. A blank form download is not delivery of a completed employee notice.
Workers' compensation	Nimo must complete the insurer name, address, phone, and any required claims details on the official notice before physical posting. The carrier is currently unknown.
Paid Leave	Choose the state or approved-equivalent poster/notice. Complete employer-specific notice fields, including any payroll premium share, and deliver it directly. Do not infer the plan from the company size.
Conditional notices	EEOC: review coverage at 15 employees and the separate ADEA threshold. FMLA: verify employer coverage. Minnesota veterans poster: more than 50 full-time employees. Federal contracting, E-Verify participation, benefit plans, OSHA records/citations, and agency orders can trigger more notices.
Annual updates	2026 and 2027 Minnesota wage notices are supplied separately. Use the effective-year version; do not replace the 2026 rate early. Recheck city rates on their scheduled increase dates.

Minnesota posting and individual notice requirements

<https://www.dli.mn.gov/notices>

Federal poster coverage advisor

<https://www.dol.gov/general/topics/posters/>



RAQI HOME HEALTH CARE INC.

Official sources

Minnesota ESST rules, eligibility, and notice

<https://www.dli.mn.gov/sick-leave>

Minnesota pregnancy and parental leave

<https://www.dli.mn.gov/parental-leave>

Pregnancy accommodations and lactation

<https://www.dli.mn.gov/newparents>

Minnesota Paid Leave

<https://paidleave.mn.gov/>

Federal FMLA

<https://www.dol.gov/agencies/whd/posters/fmla>

USERRA notice

<https://www.dol.gov/agencies/vets/programs/userra/poster>

Federal disability and pregnancy accommodation laws

<https://www.eeoc.gov/poster>

School activities, donation, and military-family leave statutes

<https://www.revisor.mn.gov/statutes/cite/181/full>

Jury service

<https://www.revisor.mn.gov/statutes/cite/593.50>

Voting leave

<https://www.revisor.mn.gov/statutes/cite/204C.04>

Election judge leave

<https://www.revisor.mn.gov/statutes/cite/204B.195>

The guide summarizes common generally applicable categories and provides a route to specialized rules. Agency benefits, exact headcount, insurance carrier, Paid Leave plan, contracts, and benefit plans must be confirmed. Updated official notices take precedence over this dated guide.