

5200.1201 ACCRUAL YEAR.

Subpart 1. **Accrual year.** If an employer does not designate and clearly communicate the accrual year to each employee as required by Minnesota Statutes, section 181.9445, subdivision 11, the accrual year is a calendar year.

Subp. 2. **Changes to accrual year.** An employer must provide notice of a change to the start and end dates of an accrual year as part of the written notice of changes to employment terms required under Minnesota Statutes, section 181.032, paragraph (f), prior to the date the change takes effect. A change to the start and end dates of an accrual year must not negatively impact an employee's ability to accrue earned sick and safe time in accordance with Minnesota Statutes, section 181.9446.

Statutory Authority: *MS s 177.50*

History: *50 SR 1515*

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