

5200.1203 TIME CREDITED AND INCREMENTS OF ACCRUAL.

Subpart 1. **Crediting accrual.** For the purposes of Minnesota Statutes, section 181.9446, paragraph (a), earned sick and safe time must be credited to an employee for each pay period based on all hours worked no later than the regular payday after the end of each corresponding pay period. Earned sick and safe time is considered accrued when the employer credits the time to the employee.

Subp. 2. **Increment of time accrued.** An employer is not required to credit employees with less than hour-unit increments of earned sick and safe time accrued under Minnesota Statutes, section 181.9446, paragraph (a).

Subp. 3. **Rehire.** An employee rehired by the same employer within 180 days of the employee's separation from employment is entitled to a maximum reinstatement of 80 hours of previously accrued but unused earned sick and safe time under Minnesota Statutes, section 181.9448, subdivision 2, unless the employer agrees to a higher amount or an applicable statute, regulation, rule, ordinance, policy, contract, or other legal authority requires a greater amount of accrued but unused time off to be reinstated.

Statutory Authority: *MS s 177.50*

History: *50 SR 1515*

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