



GRAND RAPIDS PUBLIC UTILITIES COMMISSION AGENDA ITEM

AGENDA DATE: October 23, 2025

AGENDA ITEM: Consider a motion to approve the updated GRPU's Employee Sick and Safe Time (ESST) Policy to align with recent changes to Minnesota state law and ensure compliance with policy requirements.

PREPARED BY: Julie Kennedy, General Manager

BACKGROUND:

Minnesota's Earned Sick and Safe Time (ESST) law, which took effect January 1, 2024, requires employers to provide paid leave for health and safety reasons. GRPU's PTO benefit exceeds the requirements set forth in the ESST statute.

Since December 2023, when GRPU adopted the ESST policy, the Minnesota Legislature has adopted several amendments to clarify and simplify the law without changing its core purpose. For example, one amendment replaced "hourly rate" with "**base rate**" to ensure consistent pay for all employee types including salaried, commissioned, or piece-rate workers and excluding overtime, bonuses, and shift differentials. Additionally, the definition of "employee" was refined to include anyone *anticipated* to work 80 hours per year, while excluding certain temporary or elected positions.

GRPU worked with our personnel attorney to update the existing GRPU ESST policy to align with the state requirements. Attached are a redlined version of the changes and a clean copy.

RECOMMENDATION:

Approve the updated GRPU's Employee Sick and Safe Time (ESST) Policy to align with recent changes to Minnesota state law and ensure compliance with policy requirements.