



Sec. 29E-6(g) Employers may comply with this section by displaying the notice in a conspicuous, accessible, and readily visible place in each establishment where such employees are employed.

Sec. 29E-7(a) Employer shall retain accurate records documenting hours worked by employees, number of earned sick and safe hours accrued and ~~time~~ number of hours taken used by employees for earned sick and safe time purposes over a period of three years.

Sec. 29E-10(a) Report of violation. An employee or other person may report to the city clerk's office any suspected violation of this chapter. A report of a suspected violation may be filed only if the matter complained of occurred after the effective date of this Chapter and within one year of ~~the report~~ the suspected violation.

Sec. 29E-15 Exercise of rights; retaliation prohibited.

- (a) It shall be unlawful for an employer or any other person to interfere with, restrain, or deny the exercise of, or the attempt to exercise, any right protected under this chapter.
- (b) An employer shall not take any adverse employment action or in any other manner discriminate against an employee because the employee has exercised in good faith the rights protected under this chapter. Such rights include but are not limited to the right to use earned sick and safe time pursuant to this chapter, the right to file a complaint, or filing an action to enforce a right to use earned sick and safe time under this chapter.

STATEMENT OF PURPOSE: This ordinance amends Chapter 29E of the Duluth City Code to clarify the extraterritorial reach of the ordinance, to elaborate upon the notice requirement of the ordinance, and to add further detail to the administration and enforcement of earned sick and safe time.