

# Sick Leave is now called Sick and Safe Leave

Based on new MN Department of Labor and Industry law  
effective January 1, 2024

## WHO

receives Sick & Safe Leave?

### All employees at Bethel

This includes:

- o Full time and part time staff
- o Temporary staff
- o Full time and adjunct faculty

## WHAT

is this leave used for?

### Earned sick and safe time can be used for:

- o an employee's mental or physical illness, treatment or preventive care
- o the mental or physical illness, treatment or preventive care of an employee's family member
- o absence due to domestic abuse, sexual assault or stalking of an employee or their family member
- o closure of an employee's workplace due to weather or public emergency or closure of their family member's school or care facility due to weather or public emergency
- o when determined by a health authority or health care professional that an employee or their family member is at risk of infecting others with a communicable disease.

## HOW

is this different than before?

### Key differences:

- o now provided for ALL employees - see chart below
- o clearly states can use for mental health issues
- o added situations like domestic abuse, sexual assault or stalking
- o can be used for workplace closures due to emergencies
- o added 'health professional determines at risk of infecting others'

	Previously	Now
STAFF	FT = 120 hours/yr PT = prorated	FT = 120 hours/yr PT = prorated
FACULTY	FT = use as needed Adjunct = no leave	FT = use as needed Adjunct = use as accrued*
TEMPS	typically not provided	use as accrued*

\*See [Employee Handbook](#) for accrual rates