

1.1 moves to amend H.F. No. 5, the third engrossment, as follows:

1.2 Page 2, delete section 3 and insert:

1.3 "Sec. 3. Minnesota Statutes 2019 Supplement, section 181.032, is amended to read:

1.4 **181.032 REQUIRED STATEMENT OF EARNINGS BY EMPLOYER; NOTICE**
1.5 **TO EMPLOYEE.**

1.6 (a) At the end of each pay period, the employer shall provide each employee an earnings
1.7 statement, either in writing or by electronic means, covering that pay period. An employer
1.8 who chooses to provide an earnings statement by electronic means must provide employee
1.9 access to an employer-owned computer during an employee's regular working hours to
1.10 review and print earnings statements, and must make statements available for review or
1.11 printing for a period of at least 12 months.

1.12 (b) The earnings statement may be in any form determined by the employer but must
1.13 include:

1.14 (1) the name of the employee;

1.15 (2) the rate or rates of pay and basis thereof, including whether the employee is paid by
1.16 hour, shift, day, week, salary, piece, commission, or other method;

1.17 (3) allowances, if any, claimed pursuant to permitted meals and lodging;

1.18 (4) the total number of hours worked by the employee unless exempt from chapter 177;

1.19 (5) the total amount of gross pay earned by the employee during that period;

1.20 (6) a list of deductions made from the employee's pay;

1.21 (7) any amount deducted by the employer under section 268B.12, subdivision 2, and
1.22 the amount paid by the employer based on the employee's wages under section 268B.12,
1.23 subdivision 1;

2.1 ~~(7)~~ (8) the net amount of pay after all deductions are made;

2.2 ~~(8)~~ (9) the date on which the pay period ends;

2.3 ~~(9)~~ (10) the legal name of the employer and the operating name of the employer if
2.4 different from the legal name;

2.5 ~~(10)~~ (11) the physical address of the employer's main office or principal place of business,
2.6 and a mailing address if different; and

2.7 ~~(11)~~ (12) the telephone number of the employer.

2.8 (c) An employer must provide earnings statements to an employee in writing, rather
2.9 than by electronic means, if the employer has received at least 24 hours notice from an
2.10 employee that the employee would like to receive earnings statements in written form. Once
2.11 an employer has received notice from an employee that the employee would like to receive
2.12 earnings statements in written form, the employer must comply with that request on an
2.13 ongoing basis.

2.14 (d) At the start of employment, an employer shall provide each employee a written notice
2.15 containing the following information:

2.16 (1) the rate or rates of pay and basis thereof, including whether the employee is paid by
2.17 the hour, shift, day, week, salary, piece, commission, or other method, and the specific
2.18 application of any additional rates;

2.19 (2) allowances, if any, claimed pursuant to permitted meals and lodging;

2.20 (3) paid vacation, sick time, or other paid time-off accruals and terms of use;

2.21 (4) the employee's employment status and whether the employee is exempt from minimum
2.22 wage, overtime, and other provisions of chapter 177, and on what basis;

2.23 (5) a list of deductions that may be made from the employee's pay;

2.24 (6) the number of days in the pay period, the regularly scheduled pay day, and the pay
2.25 day on which the employee will receive the first payment of wages earned;

2.26 (7) the legal name of the employer and the operating name of the employer if different
2.27 from the legal name;

2.28 (8) the physical address of the employer's main office or principal place of business, and
2.29 a mailing address if different; and

2.30 (9) the telephone number of the employer.

3.1 (e) The employer must keep a copy of the notice under paragraph (d) signed by each
3.2 employee acknowledging receipt of the notice. The notice must be provided to each employee
3.3 in English. The English version of the notice must include text provided by the commissioner
3.4 that informs employees that they may request, by indicating on the form, the notice be
3.5 provided in a particular language. If requested, the employer shall provide the notice in the
3.6 language requested by the employee. The commissioner shall make available to employers
3.7 the text to be included in the English version of the notice required by this section and assist
3.8 employers with translation of the notice in the languages requested by their employees.

3.9 (f) An employer must provide the employee any written changes to the information
3.10 contained in the notice under paragraph (d) prior to the date the changes take effect."

3.11 Page 13, line 6, delete "268B.011" and insert "268B.11"

3.12 Page 23, line 17, before "The" insert "(a)"

3.13 Page 24, after line 12, insert:

3.14 "(b) Notwithstanding paragraph (a), a private plan may provide shorter durations of
3.15 leave and benefit eligibility if the total dollar value of wage replacement benefits under the
3.16 private plan for an employee for any particular qualifying event meets or exceeds what the
3.17 total dollar value would be under the public family and medical benefit program."

3.18 Page 25, line 25, delete "2020" and insert "October 1, 2021,"

3.19 Page 30, line 2, delete "2021" and insert "2022"

3.20 Page 30, line 9, delete "2023" and insert "2024"

3.21 Page 32, line 31, delete "2021" and insert "2022" and delete "2021" and insert "2022"

3.22 Page 32, line 33, delete "2022" and insert "2023"

3.23 Page 33, line 7, delete "2022" and insert "2023"

3.24 Page 35, line 12, delete "2021" and insert "2022"

3.25 Page 35, line 29, delete "2022" and insert "2023"

3.26 Page 38, line 26, delete "January 1, 2022" and insert "July 1, 2023"

3.27 Page 38, line 27, delete "2019" and insert "2020"

3.28 Page 38, line 28, delete "2020" and insert "2021"

3.29 Page 38, line 29, delete "2021" and insert "2022"

3.30 Page 38, line 30, delete "2021" and insert "2022"

4.1 Page 39, line 1, delete "29, and 30" and insert "and 29" and delete "January" and insert
4.2 "July"

4.3 Page 39, line 2, delete "2022" and insert "2023"

4.4 Page 41, line 18, delete "January 1, 2022" and insert "July 1, 2023"

4.5 Page 41, after line 18, insert:

4.6 **"ARTICLE 3**

4.7 **APPROPRIATIONS**

4.8 Section 1. **FAMILY AND MEDICAL BENEFITS; APPROPRIATIONS.**

4.9 (a) \$10,828,000 in fiscal year 2021 is appropriated from the general fund to the
4.10 commissioner of employment and economic development for the purposes of Minnesota
4.11 Statutes, chapter 268B. The general fund base amount for fiscal year 2022 is \$18,275,000
4.12 and for fiscal year 2023 is \$14,662,000 and for fiscal year 2024 is \$15,376,000. The general
4.13 fund base amount in fiscal year 2025 and beyond is \$11,715,000.

4.14 (b) \$630,000 in fiscal year 2022 is appropriated from the general fund to the commissioner
4.15 of employment and economic development for the purpose of outreach, education, and
4.16 technical assistance for employees and employers regarding Minnesota Statutes, chapter
4.17 268B. Of the amount appropriated, at least half must be used for grants to community-based
4.18 groups providing outreach, education, and technical assistance for employees, employers,
4.19 and self-employed individuals regarding Minnesota Statutes, chapter 268B. This outreach
4.20 must include efforts to notify self-employed individuals of their ability to elect coverage
4.21 under Minnesota Statutes, section 268B.11, and provide them with technical assistance in
4.22 doing so. The general fund base amount for fiscal year 2023 and beyond is \$630,000.

4.23 (c) \$528,000 in fiscal year 2021 is appropriated from the general fund to the commissioner
4.24 of labor and industry for the purposes of Minnesota Statutes, chapter 268B. The general
4.25 fund base amount for fiscal year 2022 is \$518,000 and for fiscal year 2023 is \$468,000 and
4.26 for fiscal year 2024 is \$618,000.

4.27 (d) \$574,000 in fiscal year 2022 is appropriated from the general fund to the commissioner
4.28 of human services for information technology system costs associated with Minnesota
4.29 Statutes, chapter 268B.

4.30 (e) \$28,000 in fiscal year 2021 is appropriated from the general fund to the commissioner
4.31 of management and budget for the purposes of Minnesota Statutes, chapter 268B. The
4.32 general fund base amount for fiscal year 2022 is \$93,000 and for fiscal year 2023 is \$21,000.

- 5.1 (f) The general fund base amount for fiscal year 2022 is \$20,000 for the supreme court
- 5.2 for judicial responsibilities associated with Minnesota Statutes, chapter 268B.
- 5.3 **EFFECTIVE DATE.** This section is effective July 1, 2020."
- 5.4 Amend the title accordingly