

Approved by
Revisor of Statutes

Sheree Speer

1.1 Lesch from the Judiciary Finance and Civil Law Division to which was referred:

1.2 H. F. No. 11, A bill for an act relating to employment; providing for earned sick and
1.3 safe time; authorizing rulemaking; imposing civil penalties; requiring reports; amending
1.4 Minnesota Statutes 2018, section 177.27, subdivisions 2, 4, 7; proposing coding for new
1.5 law in Minnesota Statutes, chapters 177; 181; repealing Minnesota Statutes 2018, section
1.6 181.9413.

1.7 Reported the same back with the following amendments:

1.8 Page 3, delete line 26, and insert "after the day their employment commenced. After 90
1.9 days from the day employment commenced,"

1.10 Page 3, line 27, after the period, insert "The 90-calendar-day period under this paragraph
1.11 includes both days worked and days not worked."

1.12 Page 5, line 20, after the comma, insert "requested a statement of accrued sick and safe
1.13 time,"

1.14 Page 5, line 23, delete "the employee's former" and insert "a comparable"

1.15 Page 6, line 8, delete "that" and insert "to all"

1.16 Page 6, line 9, after "employees" insert "that they"

1.17 Page 6, line 16, delete "within 60 days of" and insert "at"

1.18 Page 6, delete lines 18 to 22 and insert:

1.19 "(c) The means used by the employer must be at least as effective as the following
1.20 options for providing notice:

1.21 (1) posting a copy of the notice at each location where employees perform work and
1.22 where the notice must be readily observed and easily reviewed by all employees performing
1.23 work; or

1.24 (2) providing a paper or electronic copy of the notice to employees.


2.1 The notice must contain all information required under paragraph (a). The commissioner
 2.2 shall create and make available to employers a poster and a model notice that contains the
 2.3 information required under paragraph (a) for their use in complying with this section."

2.4 Page 7, after line 18, insert:

2.5 "(c) Employers may not discriminate against any employee based on records created for
 2.6 the purposes of this section or section 177.50."

2.7 With the recommendation that when so amended the bill be returned to the Committee
 2.8 on Ways and Means.

2.9 This Committee action taken March 7, 2019

2.10 ....., Chair