

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

1.2 Delete everything after the enacting clause and insert:

1.3 "Section 1. **LEGISLATIVE TASK FORCE ON PAID FAMILY AND MEDICAL**
1.4 **LEAVE.**

1.5 Subdivision 1. **Definitions.** For the purposes of this section the following terms have
1.6 the meaning given:

1.7 (1) "LCC" means the Legislative Coordinating Commission;

1.8 (2) "paid family and medical leave" means leave from employment, during which an
1.9 employee receives some form of monetary compensation, for any or all of the following:

1.10 (i) the serious medical condition that renders the employee unable to perform the essential
1.11 function of the employee's position;

1.12 (ii) the serious medical condition of a family member of an employee when the family
1.13 member requires care;

1.14 (iii) health conditions of an employee related to pregnancy or childbirth; or

1.15 (iv) bonding with:

1.16 (A) a biological child within one year of birth;

1.17 (B) an adopted child within one year of adoption;

1.18 (C) a foster child within one year of placement; and

1.19 (v) leaves related to a qualifying exigency as described under the federal Family and
1.20 Medical Leave Act; or

1.21 (vi) leaves related to domestic violence against, sexual assault against, or stalking of an
1.22 employee;

2.1 (3) "task force" means the Legislative Task Force on Paid Family and Medical Leave
2.2 created by this section.

2.3 Subd. 2. **Creation.** The Legislative Task Force on Paid Family and Medical Leave is
2.4 hereby created as provided in this section.

2.5 Subd. 3. **Purpose.** The task force will convene to explore the broadest possible range
2.6 of options for expanding the access of Minnesota employees to paid family and medical
2.7 leave. The task force will strive to provide an unbiased evaluation of all such options taking
2.8 into account, at a minimum:

2.9 (1) the potential impact on the Minnesota economy;

2.10 (2) the potential impact on the fiscal health and fiscal stability of state and local
2.11 government entities;

2.12 (3) any tax burden on Minnesotans as compared to any potential benefits;

2.13 (4) the potential impact on employees in Minnesota;

2.14 (5) the potential impacts on employers in Minnesota, including:

2.15 (i) the cost and administrative complexity of any option for providing paid family and
2.16 medical leave;

2.17 (ii) disparities of impacts on Minnesota businesses based on size, location, and industry;
2.18 and

2.19 (iii) whether any impacts on Minnesota businesses disparately affect businesses owned
2.20 by women, people of color, people with disabilities, or veterans;

2.21 (5) potential impacts on the health and welfare of Minnesota employees;

2.22 (6) potential consequences, intended or unintended, of any program administered by the
2.23 state, private market-driven approaches to expanding access to leave, or any combination
2.24 of both; and

2.25 (7) the potential consequences, intended and unintended, of any statewide mandate on
2.26 employers to provide paid leave.

2.27 Subd. 4. **Guiding principles.** In preparing recommendations for the provision of paid
2.28 family and medical leave to Minnesota employees, the task force should strive to adhere to
2.29 the following principles:

3.1 (1) while policy preferences among members may differ greatly, all members recognize
3.2 that expanding access of Minnesota employees to paid leave is a policy goal worthy of
3.3 further analysis;

3.4 (2) any policy must recognize the diversity and complexity of workplaces in Minnesota;

3.5 (3) action, whether voluntary or required by law, does not take place in a vacuum, and
3.6 members accept that any policy regarding access to paid family and medical leave is a
3.7 complicated and nuanced issue that should be viewed in light of all potential consequences
3.8 and outcomes; and

3.9 (4) regardless of policy preferences, members recognize the importance of considering
3.10 the topic thoughtfully.

3.11 Subd. 5. **Membership.** (a) The task force consists of 15 voting members, appointed as
3.12 follows:

3.13 (1) four members of the Minnesota House of Representatives, two from the majority
3.14 party and two from the minority party, appointed by the speaker of the house;

3.15 (2) two members of the Minnesota Senate, one from the majority party and one from
3.16 the minority party, appointed by the Subcommittee on Committees of the Committee on
3.17 Rules and Administration of the Minnesota Senate;

3.18 (3) two members appointed by the Minnesota Business Partnership;

3.19 (4) two members appointed by the Minnesota Chamber of Commerce;

3.20 (5) two members appointed by the AFL-CIO;

3.21 (6) one member representing nonunionized labor, appointed by the speaker of the house;

3.22 (7) one member representing nonunionized labor, appointed by the Subcommittee on
3.23 Committees of the Committee on Rules and Administration of the Minnesota Senate;

3.24 (8) one member appointed by the Society for Human Resource Management, Minnesota
3.25 State Council; and

3.26 (9) two nonvoting members appointed by the governor.

3.27 (b) Other than the members appointed under paragraph (a), clauses (1) and (2), members
3.28 appointed must not be elected officials.

3.29 (c) Each member must appoint an alternate. Alternates may serve in the absence of the
3.30 member who appointed them.

3.31 (d) Members must be appointed no later than July 15, 2019.

4.1 Subd. 6. **Term.** The LCC commissioner must convene the first meeting of the task force
4.2 no later than August 15, 2019. The task force may meet only during legislative interims.
4.3 The task force expires on December 15, 2019.

4.4 Subd. 7. **Administration.** The LCC commissioner must administer the task force and
4.5 may appoint staff as necessary to administer this section. The LCC may request staffing
4.6 assistance from the House Research Department, House Fiscal Analysis Department, and
4.7 Senate Counsel, Research, and Fiscal Analysis.

4.8 Subd. 8. **Purview.** (a) The purview of the task force is broad in scope and is outlined in
4.9 this subdivision. The following outline is neither mandatory nor exhaustive.

4.10 (b) The task force may take testimony and is encouraged to solicit testimony from:

4.11 (1) business owners and managers reflecting the broad diversity of Minnesota businesses,
4.12 including:

4.13 (i) metro area and greater Minnesota businesses;

4.14 (ii) businesses of various sizes;

4.15 (iii) businesses from various industries, including manufacturing, food production,
4.16 agriculture, construction, energy generation, online and brick and mortar retail, professional
4.17 services, natural resources extraction, insurance, and medical services; and

4.18 (iv) businesses owned by women, people of color, people with disabilities, and veterans;

4.19 (2) human resources professionals;

4.20 (3) employment and employment law experts;

4.21 (4) policy experts;

4.22 (5) actuaries, economists, and statisticians; and

4.23 (6) representatives of employee and labor groups.

4.24 (c) The task force may issue a report and make recommendations to the legislature and
4.25 create model paid family leave policies.

4.26 Subd. 9. **Report; recommendations; model policies.** To the extent that a majority of
4.27 the business members specified in subdivision 5, paragraph (a), clauses (3) and (4), and a
4.28 majority of the labor members specified in subdivision 5, paragraph (a), clauses (5) to (7),
4.29 support such action, the task force shall provide the legislature with any or all of the
4.30 following:

5.1 (1) recommendations for the best mechanism or mechanisms for expanding the access
5.2 of Minnesota employees to paid family and medical leave, taking into account all relevant
5.3 factors and costs;

5.4 (2) model policies for voluntary paid family and medical leave programs tailored to the
5.5 needs of different types of Minnesota businesses; and

5.6 (3) a report incorporating clauses (1) and (2) and any additional information the task
5.7 force determines to be of value to the legislature in considering the complex issue of paid
5.8 family and medical leave.

5.9 Sec. 2. **EFFECTIVE DATE.**

5.10 This section is effective the day following final enactment."