

**Paid Family and Medical Leave – Policy Adoption Table  
(H0002-8 and UEH0002-1)**

<b>SbyS Page</b>	<b>House Sec.</b>	<b>Bill Line</b>	<b>Senate Sec.</b>	<b>Bill Line</b>	<b>Motion</b>	<b>Description</b>
R1	1	1.14	1	1.13	Adopt Senate	Family and medical insurance data. Senate language clarifies that data may be exchanged between DEED and DLI and DEED and DOC and adds the purpose for sharing data with DOC.
R1	2	2.2			Adopt House	Allows insurance carriers to offer paid family and medical leave insurance products.
R4-R6	-		1	68.15	Adopt Senate	Modifies the medical assistance eligibility requirements for employed people with disabilities by allowing them to maintain medical assistance eligibility during any time the person is receiving either an unemployment benefit or family and medical leave benefits.
R6-R7	5-7	4.28-8.12	-		Adopt House	Makes the PCA choice provider responsible for managing payment of premiums, Clarifies how premiums are managed under CFSS budget model, Requires the financial management services provider to assist CFSS program participants seeking family and medical leave benefits.
R11-R13	9	10.17	5	6.28	House Lines 10.17-12.13	House Subd. 1-4. Provides definitions of terms used in chapter 268B. Differences in the following definitions: base period, benefit, benefit year, covered active duty (House only), covered employment, employee (seasonal employee carveout in Senate), employer (employee leasing companies clarification in Senate), estimated self-employment income, family and medical benefit insurance enforcement account (House only), family care, family member, health care provider, incapacitated person (Senate only), medical benefit program, self-employed individual, serious health condition (3 days v. 7 days), supplemental benefit payment, wage detail report, and wages (House provides definition language which is the same as the definition in section 268.035, subd. 29 (UI). Other definition differences are purely technical.

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R13	9		5		House Lines 12.14-12.16	House Subd. 5. <b>As amended.</b> Definition: Benefit.
R13	9		5		House Lines 12.17-13.17	House Subd. 6-13 and House Subd. 14 <b>as amended</b> Definitions: Benefit Account, Benefit Year, Bonding, Calendar day, Calendar quarter, Calendar week, Commissioner, Construction industry, and Covered Active Duty.
R14	9		5		House Lines 13.18-14.30, as amended	House Subd. 15 <b>as amended. Amendment:</b> delete “quarter” and insert “year” on lines 13.23, 13.24, 13.26, 13.29, 13.30. Definition: Covered employment..
R14	9		5		Senate Lines 10.3-10.4	Senate Subd. 15. Definition: Department.
R14	9		5		Senate lines 10.5-10.17	Senate Subd. 16. <b>As amended.</b> Definition: Employee
R15	9		5		Senate Lines 10.18-11.3	Senate Subd. 17. Definition: Employer.
R15	9		5		Senate Lines 11.4-11.12	Senate Subd. 18-20. Definition: Estimated self-employment income, Family and medical benefit insurance account, and Family benefit program.
R16	9		5		House	House Subd. 24. Definition: Family Member.

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					Lines 15.13- 15.30	
R17	9		5		Senate Lines 12.3-12.16	Senate Subd. 23-25. Definitions: Health care provider, High quarter, and Incapacity.
R17	9		5		House Lines 16.14- 16.32, as amended	House Subd. 28-33, <b>as amended</b> .  Definitions: Independent contractor, Inpatient care, Maximum weekly benefit amount, Medical benefit program, Net earnings from self-employment, and Pregnancy.
R18- R24	9		5		Senate Lines 13.6- 16.30, as amended	Senate Subd. 33-49, <b>as amended</b> . <b>Amendment:</b> On 14.17 delete “employee’s” and insert “individual’s”.  Definition: Qualifying exigency, Safety leave, Self-employed individual, Self-employment premium base, Self-employment wages, Serious health condition, State’s average weekly wage, Supplemental benefit payment, Taxable year, Taxable wages, Typical workweek, Wage credits, Wage detail report, Wages, Wages paid, Week, Weekly benefit amount.
R24	10		6		House Lines 24.1-24.11	House Subd. 1-3. Section: Family and medical benefit insurance program creation. Subdivisions: Creation, Creation of division, Rulemaking.
R24- R25	10		6		Senate Lines 17.13- 17.22	Senate Subd. 4-5. Section: Family and medical benefit insurance program creation. Subdivisions: Account creation; appropriation, and Information technology services and equipment.
R25- R26	11		7		House Lines	House Sec. 11, <b>as amended</b> . <b>Amendment:</b> on 24.32 after “benefits” insert “due to misrepresentation”. And on line 25.1 delete “268.07” and insert

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					24.23-25.17, as amended	“268B.07” Section: Payment of benefits. Subdivisions: Requirements, Benefits paid from state funds, and Effective date.
R26-R27	12		8		Senate Lines 18.14-20.11	Senate Subd. 1-4. Section: Benefit account; Benefits. Subdivisions: Application for benefits; determination of benefit account, Benefit account requirements, Weekly benefit amount; maximum amount of benefits available; prorated amount, and Timing of payment..
R27	12	27.15 - 27.28	8	20.12 - 20.19	Senate Lines 20.12-20.19	Maximum length of Benefits Provisions
R28-R29	12		8		Senate Lines 20.20-21.8	Senate Subd. 6-8. Section: Benefit account; Benefits. Subdivisions: Minimum period for which benefits are payable, Right of appeal, Limitations on applications and benefit accounts, and Effective date.
R29-R31	14		10		House Lines 29.6-31.9	House Subd. 1-3. Section: Eligibility requirements; payments that affect benefits. Subdivisions: Eligibility conditions and Certification.
R31	14		10		Senate Lines 23.15-23.20	Senate Subd. 4. Section: Eligibility requirements; payments that affect benefits. Subdivision: Not eligible.
R31	14		10		House Lines 31.17-31.23	House Subd. 5 paragraph (a). Section: Eligibility requirements; payments that affect benefits. Subdivision: Vacation, sick leave, paid time off, and disability insurance payments.
R31-	14		10		Senate	Senate Subd. 5 paragraph (b). Section: Eligibility requirements; payments

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R32					Lines 23.28-24.2	that affect benefits. Subdivision: Vacation, sick leave, paid time off, and disability insurance payments.
R32- R33	14		10		House Lines 31.30- 33.13	House Subd. 6-8. Section: Eligibility requirements; payments that affect benefits. Subdivision: Worker’s compensation offset, Separation, severance, or bonus payment, Social Security disability benefits, and Effective date.
R33- R35	15-16		11- 12		House Lines 33.14- 35.26	House Sec. 15-16. Sections: Determination on issues of eligibility and Appeal Process.
R36	17		13		Senate Lines 28.9-28.25	Senate Subd. 1 paragraphs (a) and (b). Section: Notice to employer; schedules. Subdivision: Notice to employer.
R36	17		13		House Lines 36.25- 36.27	House Subd. 2 paragraph (c). Section: Notice to employer; schedules. Subdivision: Notice to employer.
R36- R38	17		13		Senate Lines 28.26- 30.18	Senate Subd. 1 paragraph (c) through (g), Subd. 2, and Subd. 3. Section: Notice to employer; schedules. Subdivision: Notice to employer, Bonding leave, Intermittent schedule, and Effective date.
R38- R39	18		14		House Lines 38.3-39.19	House Subd. 1-5. <b>As amended in subdivision 1</b> Section: Employment protections. Subdivisions: Retaliation prohibited, Interference prohibited, Waiver of rights void, No assignment of benefits, and Continued insurance.
R39- R42	18		14		Senate Lines	Senate Subd. 6 <b>as amended</b> and Subd. 7 items 1-3 Section: Employment protections. Subdivisions: Employee right to

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					31.20-34.26	reinstatement and Limitations on an employee’s right to reinstatement.
R42-R43	18		14		House Lines 42.22-43.18, as amended.	House Subd. 8. Section: Employment protections. Subdivisions: Remedies and Effective Date.
R43	18		14		Senate Lines 35.22-35.24	Senate Subd. 8 paragraph (e). Section: Employment protections. Subdivision: Remedies.
R43	19		15		Senate Lines 35.27-36.5, 36.12-38.11, as amended.	Senate Subd. 1 and Subd. 3-6, <b>as amended. Amendment:</b> on 36.19, delete “shall” and insert “must”.  Section: Substitution of a private plan. Subdivisions: Application for substitution, Private plan requirements, Surety bond requirement, Private plan requirements; medical benefit program, and Private plan requirements; family benefit program.
R45-R46	19		15		Senate Subd. 2	<b>As amended:</b> on senate line 36.8 delete “shall” and insert “must”  Section: Substitution of a private plan. Subdivision: Private plan requirements; weekly benefit determination.
R46	19		15		Senate Lines 38.19-39.6	Senate Subd. 8-10. Section: Substitution of a private plan. Subdivisions: Use of private insurance products, private plan approval and oversight fee, and Plan duration.
R46-R47	19		15		House Lines 46.33-	House Subd. 9-12. Section: Substitution of a private plan. Subdivisions: Employer reimbursement, Appeals, Employees no longer covered, and Posting of notice regarding private plan.

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					47.24	
R47- R48	19		15		Senate Lines 39.24- 41.15	Senate Subd. 14-19. Section: Substitution of a private plan. Subdivisions: Amendment, Successor employer, Revocation of approval by commissioner, Employer penalties, Reports, information, and records, Audit and investigation, and Effective date.
R49- R51	20-21		16-17		Senate Lines 41.16- 44.20	Senate Sections 16 and 17. Sections: Self-employed and independent contractors election of coverage and Employer premium accounts.
R52	23		19		House Lines 52.28- 53.30	House Subd. 1-4. Section: Premiums. Subdivisions: Payments, Payments by electronic payment required, Employee charge back, and Wages and payments subject to premium.
R52- R53	23		19		Senate Lines 45.29-46.5	Senate Subd. 5. Section: Premiums. Subdivision: Small business wage exclusion.
R53	23		19		House Lines 54.8-54.14	House Subd. 6. Section: Premiums. Subdivision: Annual premium rates.
R53	23		19		Senate Lines 46.13- 47.7, as amended.	Senate Subd. 7, <b>as amended</b> , and Senate Subd. 8-9. <b>Amendment:</b> On line 46.15 delete “one” and insert “1.2”.  Section: Premiums. Subdivisions: Premium rate adjustment, Deposit of premiums, Nonpayment of premiums by employer.
R58	29	59.18	25	51.15	Adopt Senate	Provides percentage for public outreach to DEED. <i>Senate language also adds interagency agreements with Dept. of Commerce.</i>

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R58- R60	30		26		Senate Lines 51.26- 53.12, 53.18- 53.19	Senate Subd. 1-5 and Subd. 6 paragraphs (a) - (d)  Section: Benefit overpayments. Subdivisions: Repaying an overpayment, Overpayment because of misrepresentation, Interest, Offset of benefits, Cancellation of overpayments, and Collection of overpayments.
R61- R66	34		30		House Lines 63.27- 68.17, as amended.	House Section 34, <b>as amended. Amendment:</b> On line 22.11 delete everything after the period. Delete line 22.12. On line 22.13 delete “condition.”  Section: Lien; levy; setoff; and Civil action.
R67- R68	37		33		House Lines 69.27- 70.19	House Sec. 37 paragraphs (a) and (b). Section: Notice requirements.
R68	37		33		Senate Lines 62.15- 62.22	Senate Sec. 33 paragraphs (c) and (d) Section: Notice requirements.
R68	37		33		House Lines 71.7- 71.12, as amended, and 71.18- 71.19	House paragraph (f) <b>as amended. Amendment:</b> On 71.12 delete everything after “business.” (Do not include lines 71.13-71.17.)  Section: Notice Requirements.
R68- R69	38		34		House Lines	House Subd. 1, and Subd. 2 items 1-3 and 5. Section: Relationship to other leave; construction. Subdivisions: Concurrent leave and Construction.



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					71.20-72.2, and 72.13-72.15	
R69	39		35		Senate Lines 63.13-63.22, as amended.	Senate Sec. 35, <b>as amended</b> . Section: Severability
R70	40		36		DEED Amendment Language	<b>Language as Amended by DEED proposed amendment</b>
R71	-		37- 38		Senate Lines 64.15-65.1	Senate Sections 37-38. Sections: Direct care provider account and Stakeholder group.
R71	41		40		House Lines 73.19-73.21, as amended.	House Section 41, <b>as amended</b> . Section: Application.
R71- R73	Art. 2, 1-5		Art. 3, 2-6		House Lines 73.22-76.5, as amended.	Adopt House Article 2, <b>as amended</b> . Article: Family and medical leave benefit as earnings.
R74- R77	Art. 4, 1-11		Art. 2, 1-11		House Lines	House Sections 1-11. Article: Appropriations. Sections: Appropriations, Department of Employment and Economic Development, Department of

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					76.21-78.29	Labor and Industry, Department of Commerce, Minnesota Management and Budget, Department of Human Services, Secretary of State, Supreme Court; Appropriations, Legislature; Appropriation, University of Minnesota; Appropriation, and Transfer.
R77	-		Art. 2, 12		Senate Lines 68.1-68.4	Senate Section 12. Article: Appropriations. Sections: Transfer; Direct Care Provider Account.