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State of Minnesota

HOUSE OF REPRESENTATIVES

NINETY-FOURTH SESSION

H. F. No. 3461

02/19/2026 Authored by Luger-Nikolai and Klevorn
The bill was read for the first time and referred to the Committee on State Government Finance and Policy

1.1 A bill for an act
1.2 relating to state government; aligning certain benefit rights for legislative leaves
1.3 of absence from state and local government employment; amending Minnesota
1.4 Statutes 2024, section 43A.32, by adding a subdivision.

1.5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

1.6 Section 1. Minnesota Statutes 2024, section 43A.32, is amended by adding a subdivision
1.7 to read:

1.8 Subd. 4. Leave for legislative service. An officer or employee elected to state legislative
1.9 office and required to take a leave of absence under subdivision 2 or 3 has the same rights
1.10 with respect to accrued and future seniority status, efficiency rating, vacation, insurance
1.11 benefits, sick leave, and other benefits as if the leave had not been taken. The appointing
1.12 authority must not subtract a period of mandatory legislative leave when determining the
1.13 officer's or employee's length of service. The officer's or employee's pension and retirement
1.14 benefit rights are as provided for local government employees under section 3.088,
1.15 subdivisions 3 and 6.

1.16 EFFECTIVE DATE. This section is effective July 1, 2027, and applies to collective
1.17 bargaining agreements that take effect on or after that date.