

# HOUSE RESEARCH

## Bill Summary

**FILE NUMBER:** H.F. 612

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**Version:** As Introduced

**Authors:** Lesch and others

**Subject:** Healthy Families, Healthy Workplaces Act

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H.F. 612 establishes the Healthy Families, Healthy Workplaces Act by requiring employers who employ 10 or more persons to provide a minimum of one hour of paid sick leave for every 30 hours worked by an employee up to 72 hours per calendar year. Small employers defined as those with fewer than 10 employees must provide one hour of paid sick leave for every 30 hours worked by an employee up to 40 hours of paid sick leave per calendar year. The sick leave would begin to accrue with the commencement of a person's employment.

Employees would be allowed to use their paid sick leave on the 90<sup>th</sup> day following the beginning of their employment. An employer already providing paid leave that may be used for the same purposes and same conditions as in this bill are deemed in compliance with these requirements.

Paid sick leave could be used for an employee or care of an employee's spouse, child, parent, grandparent or extended family member or any other individual related by blood or affinity that is equivalent to a family relationship for: mental or physical illness, injury, health condition including diagnosis, care or treatment or

preventative care, domestic or sexual violence, service from a victim services organization, psychological counseling, relocation due to domestic or sexual violence, stalking, or to participate in legal action related to domestic or sexual violence. An employer is required to notify each employee of his or her sick leave entitlement and terms.

An employer may require up to seven days notice of the leave. Retaliatory action by an employer is prohibited.

Violations of this law are subject to individual civil action or action brought by the attorney general. Any health information possessed by the employer or information about domestic or sexual violence is confidential.