

HOUSE RESEARCH

Bill Summary

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Overview

Provides for paid sick and safe leave.

Section

1 Earned sick and safe time.

Subd. 1. Definitions. Provides definitions for terms used in the bill.

Subd. 2. Accrual of sick and safe time. Provides for accrual of leave for covered employees (defined as those who work for an employer for at least 30 days) at a rate of one hour for every 30 hours worked subject to the following maximums unless the employer agrees to higher limits:

- for employers with 21 or more employees, leave can be accrued up to a maximum of 72 hours per calendar year; and
- for employers with fewer than 21 employees, leave may be accrued up to a maximum of 40 hours per calendar year.

Sick and safe time begins to accrue at the commencement of employment for covered employees and may be used starting on the 90th day of employment.

Employers may adopt policies more generous than required by the law.

Subd. 3. Use of sick and safe time. Sick and safe time may be used for an employee's, or employee's need to care for a spouse, child, parent, grandparent, sibling or extended family member's: illness, injury or health condition, need for

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diagnosis, care or treatment of mental or physical injury, illness or health condition; or need for preventive care. The time may also be used for absence due to domestic abuse, sexual assault, or stalking of the employee or employee's family member. The closure of the employee's place of business by order of a public official due to weather or other emergency or a related need to care for a child whose place of care has been closed by order of a public official due to weather or other emergency is also a covered use.

An employer may require advance notice of the use of the leave and may require documentation for time taken in excess of three consecutive days.

Subd. 4. Retaliation prohibited. Prohibits retaliation against an employee.

Subd. 5. Notice and posting. Sets forth requirements for employer notices of sick and safe time policies.

Subd. 6. Rulemaking; investigations. Authorizes the commissioner of labor and industry to adopt rules for implementing a sick and safe time law.

Subd. 7. Remedies. Provides remedies for a person aggrieved by an employer's failure to provide sick and safe time as required under this section.

Subd. 8. Confidentiality and nondisclosure. Information possessed by an employer is considered confidential.

Subd. 9. Encouragement of more generous sick and safe time policies. Specifies that nothing in this section discourages or prohibits an employer from adopting more generous policies.

Subd. 10. Termination, separation, transfer. Specifies that financial reimbursement for accrued time at the employee's separation from employment is not required. Provides for resumption of benefits upon reemployment by the same employer under certain circumstances.

2 Severability. Provides for severability of statute.

3 Repealer. Repeals current law dealing with use of sick leave.