

Subject Earned sick and safe time

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Date March 10, 2025

Overview

This bill makes a variety of changes to the laws about earned sick and safe time.

Summary

Section	Description
1	<p>Penalty waiver.</p> <p>Bars the Department of Labor and Industry, until January 1, 2026, from imposing a monetary penalty on an employer for an initial violation of any requirement of the earned sick and safe time laws.</p>
2	<p>Earned sick and safe time.</p> <p>Pays employees of small employers (those with no more than 25 employees) only half of their regular hourly rate for earned sick and safe time leave, instead of their full hourly rate. Makes providing earned sick and safe time voluntary for employers in their first 12-consecutive months of operation.</p>
3	<p>Employee.</p> <p>Excludes from earned sick and safe time benefits:</p> <ul style="list-style-type: none">▪ Minors under the age of 18;▪ Employees who work an average of 25 hours or fewer per normal workweek;▪ Seasonal workers who work no more than 20 weeks per year;▪ Employees who work no more than 520 hours in a year;▪ Employees who work on a per diem or intermittent basis and who control when they work with no expectation of continuing employment; and▪ Owners and their family members.

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4	<p>Family member.</p> <p>Makes modifications to who qualifies as a family member for the purposes of taking earned sick and safe time. Excludes nieces, nephews, aunts, uncles, and in-laws, among others.</p>
5	<p>Accrual of earned sick and safe time.</p> <p>Decreases the rate at which earned sick and safe time is accrued from one hour of leave for every 30 hours worked, to one hour for every 40 hours worked. Allows leave allowances for immediate use to be prorated for employees who begin work mid-year. Permits employers to impose a waiting period of up to 90 days before earned sick and safe time may be used. Reiterates that employees of small employers (those with no more than 25 employees) will be paid only half of their regular hourly rate for earned sick and safe time leave, instead of their full hourly rate. Repeats that providing earned sick and safe time is voluntary for employers in their first 12-consecutive months of operation.</p>
6	<p>Notice.</p> <p>Requires employees to provide notice of an unforeseeable need for leave at least two hours before the employee is scheduled to work, unless the need arises while on the job. Allows pay to be withheld from an employee for leave for which the employer was not provided notice, unless (1) the employee was not provided with a copy of a written policy about giving notice; or (2) the leave was related to domestic abuse, sexual assault, or stalking.</p>
7	<p>Documentation.</p> <p>Requires employers to have a reasonable written policy for how employees must document their need for leave and to provide the policy to every employee. Allows pay to be withheld from an employee who fails to provide documentation of their need for leave, unless the employee was not provided with a copy of that written policy.</p>
8	<p>Notice and posting by employer.</p> <p>Bars the Department of Labor and Industry, until January 1, 2026, from imposing any monetary penalty for an initial violation of the requirement to give employees notice of their right to earned sick and safe time.</p>



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