

Subject Paid family medical leave—seasonal employees

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Summary

This bill broadens the definition of “seasonal employee” under the Minnesota Paid Leave Law from someone who works no more than 150 days during any consecutive 52-week period in the hospitality industry to someone who works no more than 180 days during any consecutive 52-week period in any industry. Seasonal employees are exempt from the paid family and medical leave programs.

If passed during the 2026 session, this change would become effective August 1, 2026.