

**SENATE
STATE OF MINNESOTA
NINETY-THIRD SESSION**

S.F. No. 3851

(SENATE AUTHORS: PAPPAS)

DATE
02/19/2024

D-PG
11634 Introduction and first reading
Referred to Labor

OFFICIAL STATUS

1.1 A bill for an act
1.2 relating to employment; modifying the definition of employee; amending Minnesota
1.3 Statutes 2023 Supplement, section 181.9445, subdivision 5.

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

1.5 Section 1. Minnesota Statutes 2023 Supplement, section 181.9445, subdivision 5, is
1.6 amended to read:

1.7 Subd. 5. **Employee.** "Employee" means any person who is employed by an employer,
1.8 including temporary and part-time employees, who performs work for at least 80 hours in
1.9 a year for that employer in Minnesota. Employee does not include:

1.10 ~~(1) an independent contractor; or~~

1.11 ~~(2) an individual employed by an air carrier as a flight deck or cabin crew member who:~~

1.12 ~~(i) is subject to United States Code, title 45, sections 181 to 188;~~

1.13 ~~(ii) works less than a majority of their hours in Minnesota in a calendar year; and~~

1.14 ~~(iii) is provided with paid leave equal to or exceeding the amounts in section 181.9446.~~

1.15 **EFFECTIVE DATE.** This section is effective the day following final enactment.