

HOUSE OF REPRESENTATIVES

EIGHTY-EIGHTH SESSION

H. F. No. **2447**

02/27/2014 Authored by Falk, Newton and Johnson, C.,
The bill was read for the first time and referred to the Committee on State Government Finance and Veterans Affairs
03/06/2014 Adoption of Report: Re-referred to the Committee on Labor, Workplace and Regulated Industries
03/20/2014 Adoption of Report: Placed on the General Register
Read Second Time
05/16/2014 Calendar for the Day
Read Third Time
Passed by the House and transmitted to the Senate

A bill for an act

relating to veterans; requiring employers to provide veterans time off for Veterans Day; proposing coding for new law in Minnesota Statutes, chapter 197.

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

Section 1. **[197.4552] TIME OFF FOR VETERANS DAY.**

Subdivision 1. **Time off required.** An employer shall provide each employee who is a veteran, as defined in section 197.447, with time off for Veterans Day, November 11, if the employee would otherwise be required to work on that day, as provided in this section.

Subd. 2. **Paid or unpaid time off allowed; exceptions.** An employer, in complying with this section, shall have the discretion of providing paid or unpaid time off on Veterans Day, unless providing time off would impact public health or safety or would cause the employer to experience significant economic or operational disruption.

Subd. 3. **Notice.** (a) An employee shall provide the employer with at least 30 days' prior written notice of the employee's intent to take time off for Veterans Day and shall also provide the employer with a federal certificate of release or discharge from active duty, or equivalent documentation, for purposes of determining the employee's eligibility for the benefit provided in this section.

(b) The employer shall, at least ten days prior to Veterans Day, notify the employee if the employee shall be provided paid or unpaid time off on Veterans Day. If the employer determines that the employer is unable to provide time off for Veterans Day for all employees who request time off, the employer shall deny time off to the minimum number of employees needed by the employer to protect public health and safety or to maintain minimum operational capacity, as applicable.

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