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State of Minnesota

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HOUSE OF REPRESENTATIVES

EIGHTY-EIGHTH SESSION

H. F. No. 568

02/13/2013 Authored by Hansen, Sundin, Fritz, Liebling, Johnson, S., and others
The bill was read for the first time and referred to the Committee on Labor, Workplace and Regulated Industries
03/14/2013 Adoption of Report: Pass as Amended and Read Second Time
04/10/2013 By motion, re-referred to the Committee on Ways and Means
04/15/2013 Adoption of Report: Pass as Amended and Read Second Time

1.1 A bill for an act
1.2 relating to employment; modifying use of personal sick leave benefits; amending
1.3 Minnesota Statutes 2012, sections 181.940, subdivision 4; 181.9413.

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

1.5 Section 1. Minnesota Statutes 2012, section 181.940, subdivision 4, is amended to read:

1.6 Subd. 4. Child. "Child" means an individual under 18 years of age or an individual
1.7 under age 20 who is still attending secondary school, except as otherwise provided.

1.8 Sec. 2. Minnesota Statutes 2012, section 181.9413, is amended to read:

1.9 181.9413 SICK ~~OR INJURED CHILD CARE LEAVE~~ BENEFITS; CARE
1.10 OF RELATIVES.

1.11 (a) An employee may use personal sick leave benefits provided by the employer
1.12 for absences due to an illness of or injury to the employee's minor or adult child, spouse,
1.13 sibling, parent, grandparent, or stepparent, for ~~such~~ reasonable periods of time as the
1.14 employee's attendance with the child may be necessary, on the same terms upon which
1.15 the employee is able to use sick leave benefits for the employee's own illness or injury.
1.16 This section applies only to personal sick leave benefits payable to the employee from the
1.17 employer's general assets.

1.18 (b) For purposes of this section, "personal sick leave benefits" means time accrued
1.19 and available to an employee to be used as a result of absence from work due to personal
1.20 illness or injury, but does not include short-term or long-term disability or other salary
1.21 continuation benefits.

1.22 (c) This section does not prevent an employer from providing greater sick leave
1.23 benefits than are provided for under this section, nor does it alter an employer's existing

2.1 sick leave policies or labor agreements that allow the use of sick leave for the care of a
2.2 minor or adult child, spouse, sibling, parent, grandparent, or stepparent.

2.3 **EFFECTIVE DATE.** (a) This section is effective August 1, 2013, and applies to
2.4 sick leave used on or after that date, except as provided in paragraph (b).

2.5 (b) The effective date of this section for the state is July 1, 2015, or the effective date
2.6 of a collective bargaining agreement or compensation plan containing the changes in this
2.7 section that is approved under section 3.855, whichever is sooner.