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State of Minnesota

HOUSE OF REPRESENTATIVES

NINETY-FOURTH SESSION

H. F. No. 3111

04/03/2025 Authored by Harder

The bill was read for the first time and referred to the Committee on Workforce, Labor, and Economic Development Finance and Policy

1.1 A bill for an act
1.2 relating to employees; providing an exemption from earned sick and safe time
1.3 requirements; amending Minnesota Statutes 2024, section 181.9445, subdivision
1.4 5.

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

1.6 Section 1. Minnesota Statutes 2024, section 181.9445, subdivision 5, is amended to read:

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

1.11 (1) an independent contractor;

1.12 (2) an individual who is a volunteer firefighter or paid on-call firefighter, with a
1.13 department charged with the prevention or suppression of fires within the boundaries of the
1.14 state; is a volunteer ambulance attendant as defined in section 144E.001, subdivision 15;
1.15 or is an ambulance service personnel as defined in section 144E.001, subdivision 3a, who
1.16 serves in a paid on-call position;

1.17 (3) an individual who is an elected official or a person who is appointed to fill a vacancy
1.18 in an elected office as part of a legislative or governing body of Minnesota or a political
1.19 subdivision; or

1.20 (4) an individual employed by a farmer, family farm, or a family farm corporation to
1.21 provide physical labor on or management of a farm if the farmer, family farm, or family
1.22 farm corporation employs the individual to perform work for 28 days or less each year;

- 2.1 (5) an individual who is not scheduled on a prescheduled basis and is available to work
2.2 on any shift on an as-needed basis;
- 2.3 (6) an individual who is a student in high school or at a postsecondary institution and
2.4 who is receiving on-the-job training, including at a paid internship; or
- 2.5 (7) an individual who is normally scheduled to work less than 25 hours or fewer per
2.6 normal workweek.