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State of Minnesota

HOUSE OF REPRESENTATIVES

NINETY-FOURTH SESSION

H. F. No. 4528

03/23/2026

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The bill was read for the first time and referred to the Committee on State Government Finance and Policy

1.1 A bill for an act

1.2 relating to labor; expanding eligibility for paid blood donation leave to include

1.3 employees of the Minnesota State Colleges and Universities; amending Minnesota

1.4 Statutes 2024, section 43A.187.

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

1.6 Section 1. Minnesota Statutes 2024, section 43A.187, is amended to read:

1.7 **43A.187 BLOOD DONATION LEAVE.**

1.8 A state employee must be granted leave from work with 100 percent of pay to donate

1.9 blood at a location away from the place of work. The total amount of leave used under this

1.10 section may not exceed three hours in a 12-month period, and must be determined by the

1.11 employee. A state employee seeking leave from work under this section must provide 14

1.12 days' notice to the appointing authority. This leave must not affect the employee's vacation

1.13 leave, pension, compensatory time, personal vacation days, sick leave, earned overtime

1.14 accumulation, or cause a loss of seniority. ~~For the purposes of this section, "state employee"~~

1.15 ~~does not include an employee of the Minnesota State Colleges and Universities.~~