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State of Minnesota

HOUSE OF REPRESENTATIVES

NINETY-FOURTH SESSION

H. F. No. 4692

03/25/2026 Authored by Joy, Knudsen, Murphy, Schultz, Gordon and others
The bill was read for the first time and referred to the Committee on Workforce, Labor, and Economic Development Finance and Policy

A bill for an act

relating to employment; making the paid family and medical leave program optional for both employers and employees; proposing coding for new law in Minnesota Statutes, chapter 268B.

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

Section 1. **[268B.31] OPT OUT.**

(a) Notwithstanding any other law to the contrary, every employer has the ability to opt out of the paid family and medical leave program and the employer's responsibilities under sections 268B.001 to 268B.30 by notifying the commissioner of employment and economic development using a form designed by the commissioner. An employer may change their decision to participate in the paid family and medical leave program no more than once every 12 months.

(b) Employees of employers who opt out under paragraph (a) have the ability to participate in the program as if they were self-employed individuals under section 268B.11.

(c) Every employee has the ability to opt out of participation in the paid family and medical leave program under sections 268B.001 to 268B.30 by notifying their employer and the commissioner of employment and economic development using a form designed by the commissioner. An employee may change their decision to participate in the paid family and medical leave program no more than once every 12 months.