

State of Minnesota

HOUSE OF REPRESENTATIVES

EIGHTY-EIGHTH SESSION

H. F. No. 175

01/24/2013 Authored by Hansen and Schoen

The bill was read for the first time and referred to the Committee on Labor, Workplace and Regulated Industries

1.1 A bill for an act
1.2 relating to employment; permitting absences from work for emergency
1.3 responders; proposing coding for new law in Minnesota Statutes, chapter 181.
1.4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

1.5 Section 1. **[181.949] ABSENCE FROM WORK PERMITTED.**

1.6 Subdivision 1. **Definitions.** (a) For purposes of this section, the following terms
1.7 have the meanings given them.

1.8 (b) "Employee" and "employer" have the meanings given them in section 181.945.

1.9 (c) "Emergency responder" means a volunteer firefighter, emergency medical
1.10 technician, first responder, or ambulance driver for a volunteer fire department or fire
1.11 company, public agency, or nonprofit corporation.

1.12 Subd. 2. **Absence from work permitted.** An employer shall permit an employee to
1.13 be late or absent from work without pay if the lateness or absence is due to the employee
1.14 responding to an emergency and performing duties as an emergency responder.

1.15 Subd. 3. **Notice.** An employee must notify the employer as soon as practicable at the
1.16 time of absence or lateness regarding the reason for the absence or lateness. Upon request
1.17 by the employer, the employee must provide verification of the emergency responsible for
1.18 the employee's absence or lateness.