

1.1 A bill for an act  
1.2 relating to employment; providing for earned sick and safe time; requiring a report;  
1.3 authorizing rulemaking; appropriating money; amending Minnesota Statutes 2022,  
1.4 sections 177.27, subdivisions 2, 4, 7; 181.032; 181.942, subdivision 1; 181.9436;  
1.5 181.944; proposing coding for new law in Minnesota Statutes, chapters 177; 181;  
1.6 repealing Minnesota Statutes 2022, section 181.9413.

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

1.8 **ARTICLE 1**  
1.9 **EARNED SICK AND SAFE TIME**

1.10 Section 1. Minnesota Statutes 2022, section 181.032, is amended to read:

1.11 **181.032 REQUIRED STATEMENT OF EARNINGS BY EMPLOYER; NOTICE**  
1.12 **TO EMPLOYEE.**

1.13 (a) At the end of each pay period, the employer shall provide each employee an earnings  
1.14 statement, either in writing or by electronic means, covering that pay period. An employer  
1.15 who chooses to provide an earnings statement by electronic means must provide employee  
1.16 access to an employer-owned computer during an employee's regular working hours to  
1.17 review and print earnings statements.

1.18 (b) The earnings statement may be in any form determined by the employer but must  
1.19 include:

1.20 (1) the name of the employee;

1.21 (2) the rate or rates of pay and basis thereof, including whether the employee is paid by  
1.22 hour, shift, day, week, salary, piece, commission, or other method;

- 2.1 (3) allowances, if any, claimed pursuant to permitted meals and lodging;
- 2.2 (4) the total number of hours worked by the employee unless exempt from chapter 177;
- 2.3 (5) the total number of earned sick and safe time hours accrued and available for use
- 2.4 under section 181.9446;
- 2.5 (6) the total number of earned sick and safe time hours used during the pay period under
- 2.6 section 181.9447;
- 2.7 (7) the total amount of gross pay earned by the employee during that period;
- 2.8 ~~(6)~~ (8) a list of deductions made from the employee's pay;
- 2.9 ~~(7)~~ (9) the net amount of pay after all deductions are made;
- 2.10 ~~(8)~~ (10) the date on which the pay period ends;
- 2.11 ~~(9)~~ (11) the legal name of the employer and the operating name of the employer if
- 2.12 different from the legal name;
- 2.13 ~~(10)~~ (12) the physical address of the employer's main office or principal place of business,
- 2.14 and a mailing address if different; and
- 2.15 ~~(11)~~ (13) the telephone number of the employer.
- 2.16 (c) An employer must provide earnings statements to an employee in writing, rather
- 2.17 than by electronic means, if the employer has received at least 24 hours notice from an
- 2.18 employee that the employee would like to receive earnings statements in written form. Once
- 2.19 an employer has received notice from an employee that the employee would like to receive
- 2.20 earnings statements in written form, the employer must comply with that request on an
- 2.21 ongoing basis.
- 2.22 (d) At the start of employment, an employer shall provide each employee a written notice
- 2.23 containing the following information:
- 2.24 (1) the rate or rates of pay and basis thereof, including whether the employee is paid by
- 2.25 the hour, shift, day, week, salary, piece, commission, or other method, and the specific
- 2.26 application of any additional rates;
- 2.27 (2) allowances, if any, claimed pursuant to permitted meals and lodging;
- 2.28 (3) paid vacation, sick time, or other paid time-off accruals and terms of use;
- 2.29 (4) the employee's employment status and whether the employee is exempt from minimum
- 2.30 wage, overtime, and other provisions of chapter 177, and on what basis;

3.1 (5) a list of deductions that may be made from the employee's pay;

3.2 (6) the number of days in the pay period, the regularly scheduled pay day, and the pay  
3.3 day on which the employee will receive the first payment of wages earned;

3.4 (7) the legal name of the employer and the operating name of the employer if different  
3.5 from the legal name;

3.6 (8) the physical address of the employer's main office or principal place of business, and  
3.7 a mailing address if different; and

3.8 (9) the telephone number of the employer.

3.9 (e) The employer must keep a copy of the notice under paragraph (d) signed by each  
3.10 employee acknowledging receipt of the notice. The notice must be provided to each employee  
3.11 in English. The English version of the notice must include text provided by the commissioner  
3.12 that informs employees that they may request, by indicating on the form, the notice be  
3.13 provided in a particular language. If requested, the employer shall provide the notice in the  
3.14 language requested by the employee. The commissioner shall make available to employers  
3.15 the text to be included in the English version of the notice required by this section and assist  
3.16 employers with translation of the notice in the languages requested by their employees.

3.17 (f) An employer must provide the employee any written changes to the information  
3.18 contained in the notice under paragraph (d) prior to the date the changes take effect.

3.19 Sec. 2. Minnesota Statutes 2022, section 181.942, subdivision 1, is amended to read:

3.20 Subdivision 1. **Comparable position.** (a) An employee returning from a leave of absence  
3.21 under section 181.941 is entitled to return to employment in the employee's former position  
3.22 or in a position of comparable duties, number of hours, and pay. An employee returning  
3.23 from a leave of absence longer than one month must notify a supervisor at least two weeks  
3.24 prior to return from leave. An employee returning from a leave under section 181.9412 or  
3.25 ~~181.9413~~ sections 181.9445 to 181.9448 is entitled to return to employment in the employee's  
3.26 former position.

3.27 (b) If, during a leave under sections 181.940 to 181.944, the employer experiences a  
3.28 layoff and the employee would have lost a position had the employee not been on leave,  
3.29 pursuant to the good faith operation of a bona fide layoff and recall system, including a  
3.30 system under a collective bargaining agreement, the employee is not entitled to reinstatement  
3.31 in the former or comparable position. In such circumstances, the employee retains all rights  
3.32 under the layoff and recall system, including a system under a collective bargaining  
3.33 agreement, as if the employee had not taken the leave.

4.1 Sec. 3. Minnesota Statutes 2022, section 181.9436, is amended to read:

4.2 **181.9436 POSTING OF LAW.**

4.3 The Division of Labor Standards and Apprenticeship shall develop, with the assistance  
4.4 of interested business and community organizations, an educational poster stating employees'  
4.5 rights under sections 181.940 to ~~181.9436~~ 181.9448. The department shall make the poster  
4.6 available, upon request, to employers for posting on the employer's premises.

4.7 Sec. 4. **181.9445 DEFINITIONS.**

4.8 Subdivision 1. Definitions. For the purposes of section 177.50 and sections 181.9445  
4.9 to 181.9448, the terms defined in this section have the meanings given them.

4.10 Subd. 2. Commissioner. "Commissioner" means the commissioner of labor and industry  
4.11 or authorized designee or representative.

4.12 Subd. 3. Domestic abuse. "Domestic abuse" has the meaning given in section 518B.01.

4.13 Subd. 4. Earned sick and safe time. "Earned sick and safe time" means leave, including  
4.14 paid time off and other paid leave systems, that is paid at the same hourly rate as an employee  
4.15 earns from employment that may be used for the same purposes and under the same  
4.16 conditions as provided under section 181.9447, but in no case shall this hourly rate be less  
4.17 than that provided under section 177.24 or an applicable local minimum wage.

4.18 Subd. 5. Employee. "Employee" means any person who is employed by an employer,  
4.19 including temporary and part-time employees, who performs work for at least 80 hours in  
4.20 a year for that employer in Minnesota. Employee does not include:

4.21 (1) an independent contractor; or

4.22 (2) an individual employed by an air carrier as a flight deck or cabin crew member who:

4.23 (i) is subject to United States Code, title 45, sections 181 to 188;

4.24 (ii) works less than a majority of their hours in Minnesota in a calendar year; and

4.25 (iii) is provided with paid leave equal to or exceeding the amounts in section 181.9446.

4.26 Subd. 6. Employer. "Employer" means a person who has one or more employees.

4.27 Employer includes an individual, a corporation, a partnership, an association, a business  
4.28 trust, a nonprofit organization, a group of persons, the state of Minnesota, a county, town,  
4.29 city, school district, or other governmental subdivision. In the case of an employee leasing  
4.30 company or professional employer organization, the taxpaying employer, as described in  
4.31 section 268.046, subdivision 1, remains the employer. In the case of an individual provider

5.1 within the meaning of section 256B.0711, subdivision 1, paragraph (d), the employer includes  
5.2 any participant within the meaning of section 256B.0711, subdivision 1, paragraph (e), or  
5.3 participant's representative within the meaning of section 256B.0711, subdivision 1,  
5.4 paragraph (f). In the event that a temporary employee is supplied by a staffing agency,  
5.5 absent a contractual agreement stating otherwise, that individual shall be an employee of  
5.6 the staffing agency for all purposes of section 177.50 and sections 181.9445 to 181.9448.  
5.7 Employer does not include the United States government.

5.8 Subd. 7. **Family member.** "Family member" means:

5.9 (1) an employee's:

5.10 (i) child, foster child, adult child, legal ward, child for whom the employee is legal  
5.11 guardian, or child to whom the employee stands or stood in loco parentis;

5.12 (ii) spouse or registered domestic partner;

5.13 (iii) sibling, stepsibling, or foster sibling;

5.14 (iv) biological, adoptive, or foster parent, stepparent, or a person who stood in loco  
5.15 parentis when the employee was a minor child;

5.16 (v) grandchild, foster grandchild, or stepgrandchild;

5.17 (vi) grandparent or stepgrandparent;

5.18 (vii) a child of a sibling of the employee;

5.19 (viii) a sibling of the parents of the employee; or

5.20 (ix) a child-in-law or sibling-in-law;

5.21 (2) any of the family members listed in clause (1) of a spouse or registered domestic  
5.22 partner;

5.23 (3) any other individual related by blood or whose close association with the employee  
5.24 is the equivalent of a family relationship; and

5.25 (4) up to one individual annually designated by the employee.

5.26 Subd. 8. **Health care professional.** "Health care professional" means any person licensed,  
5.27 certified, or otherwise authorized under federal or state law to provide medical or emergency  
5.28 services, including doctors, physician assistants, nurses, advanced practice registered nurses,  
5.29 mental health professionals, and emergency room personnel.

5.30 Subd. 9. **Sexual assault.** "Sexual assault" means an act that constitutes a violation under  
5.31 sections 609.342 to 609.3453 or 609.352.

6.1 Subd. 10. **Stalking.** "Stalking" has the meaning given in section 609.749.

6.2 Subd. 11. **Year.** "Year" means a regular and consecutive 12-month period, as determined  
6.3 by an employer and clearly communicated to each employee of that employer.

6.4 Sec. 5. **[181.9446] ACCRUAL OF EARNED SICK AND SAFE TIME.**

6.5 (a) An employee accrues a minimum of one hour of earned sick and safe time for every  
6.6 30 hours worked up to a maximum of 48 hours of earned sick and safe time in a year.  
6.7 Employees may not accrue more than 48 hours of earned sick and safe time in a year unless  
6.8 the employer agrees to a higher amount.

6.9 (b)(1) Except as provided in clause (2), employers must permit an employee to carry  
6.10 over accrued but unused sick and safe time into the following year. The total amount of  
6.11 accrued but unused earned sick and safe time for an employee must not exceed 80 hours at  
6.12 any time, unless an employer agrees to a higher amount.

6.13 (2) In lieu of permitting the carryover of accrued but unused sick and safe time into the  
6.14 following year as provided under clause (1), an employer may provide an employee with  
6.15 earned sick and safe time for the year that meets or exceeds the requirements of this section  
6.16 that is available for the employee's immediate use at the beginning of the subsequent year  
6.17 as follows: (i) 48 hours, if an employer pays an employee for accrued but unused sick and  
6.18 safe time at the end of a year at the same hourly rate as an employee earns from employment;  
6.19 or (ii) 80 hours, if an employer does not pay an employee for accrued but unused sick and  
6.20 safe time at the end of a year at the same or greater hourly rate as an employee earns from  
6.21 employment. In no case shall this hourly rate be less than that provided under section 177.24,  
6.22 or an applicable local minimum wage.

6.23 (c) Employees who are exempt from overtime requirements under United States Code,  
6.24 title 29, section 213(a)(1), as amended through the effective date of this section, are deemed  
6.25 to work 40 hours in each workweek for purposes of accruing earned sick and safe time,  
6.26 except that an employee whose normal workweek is less than 40 hours will accrue earned  
6.27 sick and safe time based on the normal workweek.

6.28 (d) Earned sick and safe time under this section begins to accrue at the commencement  
6.29 of employment of the employee.

6.30 (e) Employees may use earned sick and safe time as it is accrued.

7.1 Sec. 6. [181.9447] USE OF EARNED SICK AND SAFE TIME.

7.2 Subdivision 1. Eligible use. An employee may use accrued earned sick and safe time  
7.3 for:

7.4 (1) an employee's:

7.5 (i) mental or physical illness, injury, or other health condition;

7.6 (ii) need for medical diagnosis, care, or treatment of a mental or physical illness, injury,  
7.7 or health condition; or

7.8 (iii) need for preventive medical or health care;

7.9 (2) care of a family member:

7.10 (i) with a mental or physical illness, injury, or other health condition;

7.11 (ii) who needs medical diagnosis, care, or treatment of a mental or physical illness,  
7.12 injury, or other health condition; or

7.13 (iii) who needs preventive medical or health care;

7.14 (3) absence due to domestic abuse, sexual assault, or stalking of the employee or  
7.15 employee's family member, provided the absence is to:

7.16 (i) seek medical attention related to physical or psychological injury or disability caused  
7.17 by domestic abuse, sexual assault, or stalking;

7.18 (ii) obtain services from a victim services organization;

7.19 (iii) obtain psychological or other counseling;

7.20 (iv) seek relocation or take steps to secure an existing home due to domestic abuse,  
7.21 sexual assault, or stalking; or

7.22 (v) seek legal advice or take legal action, including preparing for or participating in any  
7.23 civil or criminal legal proceeding related to or resulting from domestic abuse, sexual assault,  
7.24 or stalking;

7.25 (4) closure of the employee's place of business due to weather or other public emergency  
7.26 or an employee's need to care for a family member whose school or place of care has been  
7.27 closed due to weather or other public emergency;

7.28 (5) the employee's inability to work or telework because the employee is: (i) prohibited  
7.29 from working by the employer due to health concerns related to the potential transmission  
7.30 of a communicable illness related to a public emergency; or (ii) seeking or awaiting the

8.1 results of a diagnostic test for, or a medical diagnosis of, a communicable disease related  
 8.2 to a public emergency and such employee has been exposed to a communicable disease or  
 8.3 the employee's employer has requested a test or diagnosis; and

8.4 (6) when it has been determined by the health authorities having jurisdiction or by a  
 8.5 health care professional that the presence of the employee or family member of the employee  
 8.6 in the community would jeopardize the health of others because of the exposure of the  
 8.7 employee or family member of the employee to a communicable disease, whether or not  
 8.8 the employee or family member has actually contracted the communicable disease.

8.9 For the purposes of this subdivision, a public emergency shall include a declared  
 8.10 emergency as defined in section 12.03 or a declared local emergency under section 12.29.

8.11 Subd. 2. **Notice.** An employer may require notice of the need for use of earned sick and  
 8.12 safe time as provided in this paragraph. If the need for use is foreseeable, an employer may  
 8.13 require advance notice of the intention to use earned sick and safe time but must not require  
 8.14 more than seven days' advance notice. If the need is unforeseeable, an employer may require  
 8.15 an employee to give notice of the need for earned sick and safe time as soon as practicable.  
 8.16 An employer that requires notice of the need to use earned sick and safe time in accordance  
 8.17 with this subdivision shall have a written policy containing reasonable procedures for  
 8.18 employees to provide notice of the need to use earned sick and safe time, and shall provide  
 8.19 a written copy of such policy to employees. If a copy of the written policy has not been  
 8.20 provided to an employee, an employer shall not deny the use of earned sick and safe time  
 8.21 to the employee on that basis.

8.22 Subd. 3. **Documentation.** (a) When an employee uses earned sick and safe time for  
 8.23 more than three consecutive days, an employer may require reasonable documentation that  
 8.24 the earned sick and safe time is covered by subdivision 1.

8.25 (b) For earned sick and safe time under subdivision 1, clauses (1), (2), (5), and (6),  
 8.26 reasonable documentation may include a signed statement by a health care professional  
 8.27 indicating the need for use of earned sick and safe time. However, if the employee or  
 8.28 employee's family member did not receive services from a health care professional, or if  
 8.29 documentation cannot be obtained from a health care professional in a reasonable time or  
 8.30 without added expense, then reasonable documentation for the purposes of this paragraph  
 8.31 may include a written statement from the employee indicating that the employee is using  
 8.32 or used earned sick and safe time for a qualifying purpose covered by subdivision 1, clause  
 8.33 (1), (2), (5), or (6).

9.1 (c) For earned sick and safe time under subdivision 1, clause (3), an employer must  
9.2 accept a court record or documentation signed by a volunteer or employee of a victims  
9.3 services organization, an attorney, a police officer, or an antiviolence counselor as reasonable  
9.4 documentation.

9.5 (d) For earned sick and safe time to care for a family member under subdivision 1, clause  
9.6 (4), an employer must accept as reasonable documentation a written statement from the  
9.7 employee indicating that the employee is using or used earned sick and safe time for a  
9.8 qualifying purpose as reasonable documentation.

9.9 (e) An employer must not require disclosure of details relating to domestic abuse, sexual  
9.10 assault, or stalking or the details of an employee's or an employee's family member's medical  
9.11 condition as related to an employee's request to use earned sick and safe time under this  
9.12 section.

9.13 (f) Written statements by an employee may be written in the employee's first language  
9.14 and need not be notarized or in any particular format.

9.15 Subd. 4. **Replacement worker.** An employer may not require, as a condition of an  
9.16 employee using earned sick and safe time, that the employee seek or find a replacement  
9.17 worker to cover the hours the employee uses as earned sick and safe time.

9.18 Subd. 5. **Increment of time used.** Earned sick and safe time may be used in the smallest  
9.19 increment of time tracked by the employer's payroll system, provided such increment is not  
9.20 more than four hours.

9.21 Subd. 6. **Retaliation prohibited.** (a) An employer shall not discharge, discipline, penalize,  
9.22 interfere with, threaten, restrain, coerce, or otherwise retaliate or discriminate against a  
9.23 person because the person has exercised or attempted to exercise rights protected under this  
9.24 act, including but not limited to because the person requested earned sick and safe time,  
9.25 used earned sick and safe time, requested a statement of accrued sick and safe time, informed  
9.26 any person of his or her potential rights under sections 181.9445 to 181.9448, made a  
9.27 complaint or filed an action to enforce a right to earned sick and safe time under this section,  
9.28 or is or was participating in any manner in an investigation, proceeding, or hearing under  
9.29 this chapter.

9.30 (b) It shall be unlawful for an employer's absence control policy or attendance point  
9.31 system to count earned sick and safe time taken under this act as an absence that may lead  
9.32 to or result in retaliation or any other adverse action.

10.1 (c) It shall be unlawful for an employer or any other person to report or threaten to report  
10.2 the actual or suspected citizenship or immigration status of a person or their family member  
10.3 to a federal, state, or local agency for exercising or attempting to exercise any right protected  
10.4 under this act.

10.5 (d) A person need not explicitly refer to this act or the rights enumerated herein to be  
10.6 protected from retaliation.

10.7 **Subd. 7. Pay and benefits.** (a) During any use of earned sick and safe time, the employer  
10.8 must maintain coverage under any group insurance policy, group subscriber contract, or  
10.9 health care plan for the employee and any dependents, as if the employee was not using  
10.10 earned sick and safe time, provided, however, that the employee must continue to pay any  
10.11 employee share of the cost of such benefits.

10.12 (b) An employee returning from a leave under this section is entitled to return to  
10.13 employment at the same rate of pay the employee had been receiving when the leave  
10.14 commenced, plus any automatic adjustments in the employee's pay scale that occurred  
10.15 during the leave period. The employee returning from a leave is entitled to retain all accrued  
10.16 preleave benefits of employment and seniority as if there had been no interruption in service,  
10.17 provided that nothing under this section prevents the accrual of benefits or seniority during  
10.18 the leave pursuant to a collective bargaining or other agreement between the employer and  
10.19 employees.

10.20 **Subd. 8. Part-time return from leave.** An employee, by agreement with the employer,  
10.21 may return to work part time during the leave period without forfeiting the right to return  
10.22 to employment at the end of the leave, as provided under this section.

10.23 **Subd. 9. Notice and posting by employer.** (a) Employers must give notice to all  
10.24 employees that they are entitled to earned sick and safe time, including the amount of earned  
10.25 sick and safe time, the accrual year for the employee, the terms of its use under this section,  
10.26 and a copy of the written policy for providing notice as provided under subdivision 2; that  
10.27 retaliation against employees who request or use earned sick and safe time is prohibited;  
10.28 and that each employee has the right to file a complaint or bring a civil action if earned sick  
10.29 and safe time is denied by the employer or the employee is retaliated against for requesting  
10.30 or using earned sick and safe time.

10.31 (b) Employers must supply employees with a notice in English and the primary language  
10.32 of the employee, as identified by the employee, that contains the information required in  
10.33 paragraph (a) at commencement of employment or the effective date of this section,  
10.34 whichever is later.

11.1 (c) The means used by the employer must be at least as effective as the following options  
11.2 for providing notice:

11.3 (1) posting a copy of the notice at each location where employees perform work and  
11.4 where the notice must be readily observed and easily reviewed by all employees performing  
11.5 work;

11.6 (2) providing a paper or electronic copy of the notice to employees; or

11.7 (3) a conspicuous posting in a web-based or app-based platform through which an  
11.8 employee performs work.

11.9 The notice must contain all information required under paragraph (a).

11.10 (d) An employer that provides an employee handbook to its employees must include in  
11.11 the handbook notice of employee rights and remedies under this section.

11.12 (e) The Department of Labor and Industry shall prepare a uniform employee notice form  
11.13 for employers to use that provides the notice information required under this section. The  
11.14 commissioner shall prepare the uniform employee notice in the five most common languages  
11.15 spoken in Minnesota. Upon the written request of an employer who is subject to this section,  
11.16 the commissioner shall provide a copy of the uniform employee notice in any primary  
11.17 language spoken by an employee in the employer's place of business. If the commissioner  
11.18 does not provide the copy of the uniform employee notice in response to a request under  
11.19 this paragraph, the employer who makes the request is not subject to a penalty for failing  
11.20 to provide the required notice under this subdivision for violations that arise after the date  
11.21 of the request.

11.22 Subd. 10. **Required statement to employee.** (a) Upon request of the employee, the  
11.23 employer must provide, in writing or electronically, current information stating the  
11.24 employee's amount of:

11.25 (1) earned sick and safe time available to the employee; and

11.26 (2) used earned sick and safe time.

11.27 (b) Employers may choose a reasonable system for providing the information in paragraph  
11.28 (a), including but not limited to listing information on each pay stub or developing an online  
11.29 system where employees can access their own information.

11.30 Subd. 11. **Employer records.** (a) Employers shall retain accurate records documenting  
11.31 hours worked by employees and earned sick and safe time taken and comply with all  
11.32 requirements under section 177.30.

12.1 (b) An employer must allow an employee to inspect records required by this section and  
12.2 relating to that employee at a reasonable time and place.

12.3 Subd. 12. Confidentiality and nondisclosure. (a) If, in conjunction with this section,  
12.4 an employer possesses:

12.5 (1) health or medical information regarding an employee or an employee's family  
12.6 member;

12.7 (2) information pertaining to domestic abuse, sexual assault, or stalking;

12.8 (3) information that the employee has requested or obtained leave under this section; or

12.9 (4) any written or oral statement, documentation, record, or corroborating evidence  
12.10 provided by the employee or an employee's family member, the employer must treat such  
12.11 information as confidential.

12.12 Information given by an employee may only be disclosed by an employer if the disclosure  
12.13 is requested or consented to by the employee, when ordered by a court or administrative  
12.14 agency, or when otherwise required by federal or state law.

12.15 (b) Records and documents relating to medical certifications, recertifications, or medical  
12.16 histories of employees or family members of employees created for purposes of section  
12.17 177.50 or sections 181.9445 to 181.9448 must be maintained as confidential medical records  
12.18 separate from the usual personnel files. At the request of the employee, the employer must  
12.19 destroy or return the records required by sections 181.9445 to 181.9448 that are older than  
12.20 three years prior to the current calendar year.

12.21 (c) Employers may not discriminate against any employee based on records created for  
12.22 the purposes of section 177.50 or sections 181.9445 to 181.9448.

12.23 Sec. 7. [181.9448] EFFECT ON OTHER LAW OR POLICY.

12.24 Subdivision 1. No effect on more generous sick and safe time policies. (a) Nothing  
12.25 in sections 181.9445 to 181.9448 shall be construed to discourage employers from adopting  
12.26 or retaining earned sick and safe time policies that meet or exceed, and do not otherwise  
12.27 conflict with, the minimum standards and requirements provided in sections 181.9445 to  
12.28 181.9448.

12.29 (b) Nothing in sections 181.9445 to 181.9448 shall be construed to limit the right of  
12.30 parties to a collective bargaining agreement to bargain and agree with respect to earned sick  
12.31 and safe time policies or to diminish the obligation of an employer to comply with any  
12.32 contract, collective bargaining agreement, or any employment benefit program or plan that

13.1 meets or exceeds, and does not otherwise conflict with, the minimum standards and  
13.2 requirements provided in this section.

13.3 (c) Nothing in sections 181.9445 to 181.9448 shall be construed to preempt, limit, or  
13.4 otherwise affect the applicability of any other law, regulation, requirement, policy, or  
13.5 standard that provides for a greater amount, accrual, or use by employees of paid sick and  
13.6 safe time or that extends other protections to employees.

13.7 (d) Nothing in sections 181.9445 to 181.9448 shall be construed or applied so as to  
13.8 create any power or duty in conflict with federal law.

13.9 (e) Employers who provide earned sick and safe time to their employees under a paid  
13.10 time off policy or other paid leave policy that may be used for the same purposes and under  
13.11 the same conditions as earned sick and safe time, and that meets or exceeds, and does not  
13.12 otherwise conflict with, the minimum standards and requirements provided in sections  
13.13 181.9445 to 181.9448 are not required to provide additional earned sick and safe time.

13.14 (f) The provisions of sections 181.9445 to 181.9448 may be waived by a collective  
13.15 bargaining agreement with a bona fide building and construction trades labor organization  
13.16 that has established itself as the collective bargaining representative for the affected building  
13.17 and construction industry employees, provided that for such waiver to be valid, it shall  
13.18 explicitly reference sections 181.9445 to 181.9448 and clearly and unambiguously waive  
13.19 application of those sections to such employees.

13.20 (g) Sections 181.9445 to 181.9448 do not prohibit an employer from establishing a  
13.21 policy whereby employees may donate unused accrued sick and safe time to another  
13.22 employee.

13.23 (h) Sections 181.9445 to 181.9448 do not prohibit an employer from advancing sick and  
13.24 safe time to an employee before accrual by the employee.

13.25 Subd. 2. **Termination; separation; transfer.** Sections 181.9445 to 181.9448 do not  
13.26 require financial or other reimbursement to an employee from an employer upon the  
13.27 employee's termination, resignation, retirement, or other separation from employment for  
13.28 accrued earned sick and safe time that has not been used. If an employee is transferred to  
13.29 a separate division, entity, or location, but remains employed by the same employer, the  
13.30 employee is entitled to all earned sick and safe time accrued at the prior division, entity, or  
13.31 location and is entitled to use all earned sick and safe time as provided in sections 181.9445  
13.32 to 181.9448. When there is a separation from employment and the employee is rehired  
13.33 within 180 days of separation by the same employer, previously accrued earned sick and  
13.34 safe time that had not been used must be reinstated. An employee is entitled to use accrued

14.1 earned sick and safe time and accrue additional earned sick and safe time at the  
14.2 commencement of reemployment.

14.3 Subd. 3. **Employer succession.** (a) When a different employer succeeds or takes the  
14.4 place of an existing employer, all employees of the original employer who remain employed  
14.5 by the successor employer are entitled to all earned sick and safe time accrued but not used  
14.6 when employed by the original employer, and are entitled to use all earned sick and safe  
14.7 time previously accrued but not used.

14.8 (b) If, at the time of transfer of the business, employees are terminated by the original  
14.9 employer and hired within 30 days by the successor employer following the transfer, those  
14.10 employees are entitled to all earned sick and safe time accrued but not used when employed  
14.11 by the original employer, and are entitled to use all earned sick and safe time previously  
14.12 accrued but not used.

14.13 **Sec. 8. SEVERABILITY.**

14.14 If any provision of this act or application thereof to any person or circumstance is judged  
14.15 invalid, the invalidity shall not affect other provisions or applications of the act which can  
14.16 be given effect without the invalid provision or application, and to this end the provisions  
14.17 of this act are declared severable.

14.18 **Sec. 9. REPEALER.**

14.19 Minnesota Statutes 2022, section 181.9413, is repealed.

14.20 **Sec. 10. EFFECTIVE DATE.**

14.21 This article is effective January 1, 2024.

## 14.22 **ARTICLE 2**

### 14.23 **EARNED SICK AND SAFE TIME ENFORCEMENT**

14.24 **Section 1.** Minnesota Statutes 2022, section 177.27, subdivision 2, is amended to read:

14.25 **Subd. 2. **Submission of records; penalty.**** The commissioner may require the employer  
14.26 of employees working in the state to submit to the commissioner photocopies, certified  
14.27 copies, or, if necessary, the originals of employment records which the commissioner deems  
14.28 necessary or appropriate. The records which may be required include full and correct  
14.29 statements in writing, including sworn statements by the employer, containing information  
14.30 relating to wages, hours, names, addresses, and any other information pertaining to the

15.1 employer's employees and the conditions of their employment as the commissioner deems  
15.2 necessary or appropriate.

15.3 The commissioner may require the records to be submitted by certified mail delivery  
15.4 or, if necessary, by personal delivery by the employer or a representative of the employer,  
15.5 as authorized by the employer in writing.

15.6 The commissioner may fine the employer up to ~~\$1,000~~ \$10,000 for each failure to submit  
15.7 or deliver records as required by this section, ~~and up to \$5,000 for each repeated failure.~~  
15.8 This penalty is in addition to any penalties provided under section 177.32, subdivision 1.  
15.9 In determining the amount of a civil penalty under this subdivision, the appropriateness of  
15.10 such penalty to the size of the employer's business and the gravity of the violation shall be  
15.11 considered.

15.12 Sec. 2. Minnesota Statutes 2022, section 177.27, subdivision 4, is amended to read:

15.13 Subd. 4. **Compliance orders.** The commissioner may issue an order requiring an  
15.14 employer to comply with sections 177.21 to 177.435, 181.02, 181.03, 181.031, 181.032,  
15.15 181.101, 181.11, 181.13, 181.14, 181.145, 181.15, 181.172, paragraph (a) or (d), 181.275,  
15.16 subdivision 2a, 181.722, 181.79, ~~and~~ 181.939 to 181.943, and 181.9445 to 181.9448, or  
15.17 with any rule promulgated under section 177.28. The commissioner shall issue an order  
15.18 requiring an employer to comply with sections 177.41 to 177.435 if the violation is repeated.  
15.19 For purposes of this subdivision only, a violation is repeated if at any time during the two  
15.20 years that preceded the date of violation, the commissioner issued an order to the employer  
15.21 for violation of sections 177.41 to 177.435 and the order is final or the commissioner and  
15.22 the employer have entered into a settlement agreement that required the employer to pay  
15.23 back wages that were required by sections 177.41 to 177.435. The department shall serve  
15.24 the order upon the employer or the employer's authorized representative in person or by  
15.25 certified mail at the employer's place of business. An employer who wishes to contest the  
15.26 order must file written notice of objection to the order with the commissioner within 15  
15.27 calendar days after being served with the order. A contested case proceeding must then be  
15.28 held in accordance with sections 14.57 to 14.69. If, within 15 calendar days after being  
15.29 served with the order, the employer fails to file a written notice of objection with the  
15.30 commissioner, the order becomes a final order of the commissioner.

15.31 **EFFECTIVE DATE.** This section is effective January 1, 2024.

16.1 Sec. 3. Minnesota Statutes 2022, section 177.27, subdivision 7, is amended to read:

16.2 Subd. 7. **Employer liability.** If an employer is found by the commissioner to have  
 16.3 violated a section identified in subdivision 4, or any rule adopted under section 177.28, and  
 16.4 the commissioner issues an order to comply, the commissioner shall order the employer to  
 16.5 cease and desist from engaging in the violative practice and to take such affirmative steps  
 16.6 that in the judgment of the commissioner will effectuate the purposes of the section or rule  
 16.7 violated. The commissioner shall order the employer to pay to the aggrieved parties back  
 16.8 pay, gratuities, and compensatory damages, less any amount actually paid to the employee  
 16.9 by the employer, and for an additional equal amount as liquidated damages. Any employer  
 16.10 who is found by the commissioner to have repeatedly or willfully violated a section or  
 16.11 sections identified in subdivision 4 shall be subject to a civil penalty of up to ~~\$1,000~~ \$10,000  
 16.12 for each violation for each employee. In determining the amount of a civil penalty under  
 16.13 this subdivision, the appropriateness of such penalty to the size of the employer's business  
 16.14 and the gravity of the violation shall be considered. In addition, the commissioner may order  
 16.15 the employer to reimburse the department and the attorney general for all appropriate  
 16.16 litigation and hearing costs expended in preparation for and in conducting the contested  
 16.17 case proceeding, unless payment of costs would impose extreme financial hardship on the  
 16.18 employer. If the employer is able to establish extreme financial hardship, then the  
 16.19 commissioner may order the employer to pay a percentage of the total costs that will not  
 16.20 cause extreme financial hardship. Costs include but are not limited to the costs of services  
 16.21 rendered by the attorney general, private attorneys if engaged by the department,  
 16.22 administrative law judges, court reporters, and expert witnesses as well as the cost of  
 16.23 transcripts. Interest shall accrue on, and be added to, the unpaid balance of a commissioner's  
 16.24 order from the date the order is signed by the commissioner until it is paid, at an annual rate  
 16.25 provided in section 549.09, subdivision 1, paragraph (c). The commissioner may establish  
 16.26 escrow accounts for purposes of distributing damages.

16.27 Sec. 4. [177.50] EARNED SICK AND SAFE TIME ENFORCEMENT.

16.28 Subdivision 1. Definitions. The definitions in section 181.9445 apply to this section.

16.29 Subd. 2. Rulemaking authority. The commissioner may adopt rules to carry out the  
 16.30 purposes of this section and sections 181.9445 to 181.9448.

16.31 Subd. 3. Individual remedies. An action to recover damages under section 181.944 for  
 16.32 violation of sections 181.9445 to 181.9448 must be commenced within three years of the  
 16.33 violation that caused the injury to the employee.

17.1 Subd. 4. **Grants to community organizations.** The commissioner may make grants to  
17.2 community organizations for the purpose of outreach to and education for employees  
17.3 regarding their rights under sections 181.9445 to 181.9448. The community-based  
17.4 organizations must be selected based on their experience, capacity, and relationships in  
17.5 high-violation industries. The work under such a grant may include the creation and  
17.6 administration of a statewide worker hotline.

17.7 Subd. 5. **Report to legislature.** (a) The commissioner must submit an annual report to  
17.8 the legislature, including to the chairs and ranking minority members of any relevant  
17.9 legislative committee. The report must include but is not limited to:

17.10 (1) a list of all violations of sections 181.9445 to 181.9448, including the employer  
17.11 involved, and the nature of any violations; and

17.12 (2) an analysis of noncompliance with sections 181.9445 to 181.9448, including any  
17.13 patterns by employer, industry, or county.

17.14 (b) A report under this section must not include an employee's name or other identifying  
17.15 information, any health or medical information regarding an employee or an employee's  
17.16 family member, or any information pertaining to domestic abuse, sexual assault, or stalking  
17.17 of an employee or an employee's family member.

17.18 Subd. 6. **Contract for labor or services.** It is the responsibility of all employers to not  
17.19 enter into any contract or agreement for labor or services where the employer has any actual  
17.20 knowledge or knowledge arising from familiarity with the normal facts and circumstances  
17.21 of the business activity engaged in, or has any additional facts or information that, taken  
17.22 together, would make a reasonably prudent person undertake to inquire whether, taken  
17.23 together, the contractor is not complying or has failed to comply with this section. For  
17.24 purposes of this subdivision, "actual knowledge" means information obtained by the employer  
17.25 that the contractor has violated this section within the past two years and has failed to present  
17.26 the employer with credible evidence that such noncompliance has been cured going forward.

17.27 **EFFECTIVE DATE.** This section is effective January 1, 2024, except that the  
17.28 commissioner is authorized to begin rulemaking the day following final enactment, and the  
17.29 commissioner is authorized to begin the grant-making process under subdivision 4 the day  
17.30 following final enactment.

18.1 Sec. 5. Minnesota Statutes 2022, section 181.944, is amended to read:

18.2 **181.944 INDIVIDUAL REMEDIES.**

18.3 In addition to any other remedies provided by law, a person injured by a violation of  
18.4 sections 181.172, paragraph (a) or (d), ~~and 181.939 to 181.943,~~ and 181.9445 to 181.9448  
18.5 may bring a civil action to recover any and all damages recoverable at law, together with  
18.6 costs and disbursements, including reasonable attorney's fees, and may receive injunctive  
18.7 and other equitable relief as determined by a court.

18.8 **EFFECTIVE DATE.** This section is effective January 1, 2024, and applies to causes  
18.9 of action occurring on or after that date.

18.10 **ARTICLE 3**

18.11 **EARNED SICK AND SAFE TIME APPROPRIATIONS**

18.12 Section 1. **EARNED SICK AND SAFE TIME APPROPRIATIONS.**

18.13 (a) \$1,445,000 in fiscal year 2024 and \$2,209,000 in fiscal year 2025 are appropriated  
18.14 from the general fund to the commissioner of labor and industry for enforcement and other  
18.15 duties regarding earned sick and safe time under Minnesota Statutes, sections 181.9445 to  
18.16 181.9448, and chapter 177. In fiscal year 2026, the base is \$1,899,000.

18.17 (b) \$300,000 in fiscal year 2024 and \$300,000 in fiscal year 2025 are appropriated from  
18.18 the general fund to the commissioner of labor and industry for grants to community  
18.19 organizations under Minnesota Statutes, section 177.50, subdivision 4. This is a onetime  
18.20 appropriation.

**181.9413 SICK LEAVE BENEFITS; CARE OF RELATIVES.**

(a) An employee may use personal sick leave benefits provided by the employer for absences due to an illness of or injury to the employee's child, as defined in section 181.940, subdivision 4, adult child, spouse, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent, for reasonable periods of time as the employee's attendance may be necessary, on the same terms upon which the employee is able to use sick leave benefits for the employee's own illness or injury. This section applies only to personal sick leave benefits payable to the employee from the employer's general assets.

(b) An employee may use sick leave as allowed under this section for safety leave, whether or not the employee's employer allows use of sick leave for that purpose for such reasonable periods of time as may be necessary. Safety leave may be used for assistance to the employee or assistance to the relatives described in paragraph (a). For the purpose of this section, "safety leave" is leave for the purpose of providing or receiving assistance because of sexual assault, domestic abuse, or harassment or stalking. For the purpose of this paragraph:

(1) "domestic abuse" has the meaning given in section 518B.01;

(2) "sexual assault" means an act that constitutes a violation under sections 609.342 to 609.3453 or 609.352; and

(3) "harass" and "stalking" have the meanings given in section 609.749.

(c) An employer may limit the use of safety leave as described in paragraph (b) or personal sick leave benefits provided by the employer for absences due to an illness of or injury to the employee's adult child, spouse, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent to no less than 160 hours in any 12-month period. This paragraph does not apply to absences due to the illness or injury of a child, as defined in section 181.940, subdivision 4.

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

(e) For the purpose of this section, "child" includes a stepchild and a biological, adopted, and foster child.

(f) For the purpose of this section, "grandchild" includes a step-grandchild, and a biological, adopted, and foster grandchild.

(g) This section does not prevent an employer from providing greater sick leave benefits than are provided for under this section.

(h) An employer shall not retaliate against an employee for requesting or obtaining a leave of absence under this section.