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State of Minnesota

HOUSE OF REPRESENTATIVES

NINETY-FIRST SESSION

H. F. No. 3073

02/11/2020 Authored by Moran, Halverson, Hassan and Brand
The bill was read for the first time and referred to the Jobs and Economic Development Finance Division
02/19/2020 Adoption of Report: Re-referred to the Committee on Labor
03/09/2020 Adoption of Report: Amended and re-referred to the Jobs and Economic Development Finance Division

1.1 A bill for an act
1.2 relating to employment; modifying incumbency requirement for pregnancy and
1.3 parenting leave; amending Minnesota Statutes 2018, section 181.941, subdivision
1.4 1.

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

1.6 Section 1. Minnesota Statutes 2018, section 181.941, subdivision 1, is amended to read:

1.7 Subdivision 1. **Twelve-week leave; pregnancy, birth, or adoption.** (a) Except as
1.8 provided in paragraphs (c) and (d), an employer must grant an unpaid leave of absence to
1.9 an employee who is:

1.10 (1) a biological or adoptive parent in conjunction with the birth or adoption of a child;

1.11 or

1.12 (2) a female employee for prenatal care, or incapacity due to pregnancy, childbirth, or
1.13 related health conditions.

1.14 (b) The length of the leave shall be determined by the employee, but must not exceed
1.15 12 weeks, unless agreed to by the employer.

1.16 (c) Notwithstanding section 181.940, subdivision 2, a female person requesting leave
1.17 for prenatal care, or incapacity due to pregnancy, childbirth, or related health conditions is
1.18 an "employee" for the purposes of paragraph (a), clause (2), subdivisions 2 to 4, and sections
1.19 181.940, 181.942, and 181.943, if she performs services for hire for an employee for:

1.20 (1) at least 90 days but less than 12 months preceding the request; and

1.21 (2) for an average number of hours per week equal to one-half the full-time equivalent
1.22 position in the employee's job classification as defined by the employer's personnel policies

2.1 or practices or pursuant to the provisions of a collective bargaining agreement, during the  
2.2 period immediately preceding the leave.

2.3 (d) Notwithstanding paragraph (b), the length of leave taken by a female employee  
2.4 pursuant to paragraph (c) shall be determined by the employee, but must not exceed six  
2.5 weeks, unless agreed to by the employer.