

**SENATE**  
**STATE OF MINNESOTA**  
**NINETY-THIRD SESSION**

**S.F. No. 4605**

(SENATE AUTHORS: RASMUSSEN)

DATE  
03/07/2024

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12031

Introduction and first reading  
Referred to Labor

OFFICIAL STATUS

- 1.1 A bill for an act
- 1.2 relating to employment; modifying definition of employee for purposes of earned
- 1.3 sick and safe time; amending Minnesota Statutes 2023 Supplement, section
- 1.4 181.9445, subdivision 5.
- 1.5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:
- 1.6 Section 1. Minnesota Statutes 2023 Supplement, section 181.9445, subdivision 5, is
- 1.7 amended to read:
- 1.8 Subd. 5. **Employee.** "Employee" means any person who is employed by an employer,
- 1.9 including temporary and part-time employees, who performs work for at least 80 hours in
- 1.10 a year for that employer in Minnesota. Employee does not include:
- 1.11 (1) an independent contractor; ~~or~~
- 1.12 (2) a public officer who is elected to a governing body or a person who is appointed to
- 1.13 fill a vacancy in an elected office of a governing body;
- 1.14 (3) a person appointed to serve on a board or commission of a governmental subdivision
- 1.15 or an instrumentality thereof;
- 1.16 (4) an ambulance service personnel classified as paid on call or volunteer;
- 1.17 (5) a firefighter classified as paid on call or volunteer; or
- 1.18 ~~(2)~~ (6) an individual employed by an air carrier as a flight deck or cabin crew member
- 1.19 who:
- 1.20 (i) is subject to United States Code, title 45, sections 181 to 188;
- 1.21 (ii) works less than a majority of their hours in Minnesota in a calendar year; and

- 2.1
- (iii) is provided with paid leave equal to or exceeding the amounts in section 181.9446.
- 2.2
- EFFECTIVE DATE.** This section is effective retroactively from January 1, 2024.