

SENATE
STATE OF MINNESOTA
EIGHTY-EIGHTH LEGISLATURE

S.F. No. 840

(SENATE AUTHORS: CHAMPION, Hayden, Marty and Bakk)

DATE	D-PG	OFFICIAL STATUS
02/28/2013	442	Introduction and first reading Referred to Jobs, Agriculture and Rural Development
04/02/2013	1439a 1672 1672	Comm report: To pass as amended and re-refer to Finance Withdrawn Second reading
04/11/2013	1779	Author added Marty
04/15/2013	1841a 1842	Special Order: Amended Third reading Passed
04/26/2013	3103 3103	Returned from House with amendment Senate not concur, conference committee of 3 requested
05/13/2013	3582 3586	Senate conferees Champion; Hayden; Nelson House conferees Hansen; Melin; Kieffer
05/14/2013	3591	Author added Bakk
05/16/2013	3782c 3784	Conference committee report, delete everything Senate adopted CC report and repassed bill Third reading
05/17/2013	3953	House adopted SCC report and repassed bill Presentment date 05/21/13 Governor's action Approval 05/24/13 Secretary of State Chapter 87 05/24/13 Effective date 08/01/13

A bill for an act

relating to employment; modifying use of personal sick leave benefits; requiring a report; amending Minnesota Statutes 2012, section 181.9413.

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

Section 1. Minnesota Statutes 2012, section 181.9413, is amended to read:

181.9413 SICK OR INJURED CHILD CARE 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, grandparent, or stepparent, for such reasonable periods of time as the employee's attendance ~~with the child~~ 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 employer may limit the use of 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, 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.

(c) 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.

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

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

2.5 **EFFECTIVE DATE.** This section is effective August 1, 2013, and applies to sick
2.6 leave used on or after that date.

2.7 Sec. 2. **REPORT.**

2.8 By August 1, 2014, the commissioner of management and budget shall analyze
2.9 and report to the standing committees of the house of representatives and senate with
2.10 jurisdiction over labor and workplace issues on the impact on the usage of sick leave by
2.11 employees of the executive branch of the state as a result of the amendments in section 1.