

CHAPTER 87—S.F.No. 840

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.

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

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

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

Sec. 2. **REPORT.**

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

Presented to the governor May 21, 2013

Signed by the governor May 24, 2013, 1:43 p.m.