

HOUSE OF REPRESENTATIVES

EIGHTY-EIGHTH SESSION

H. F. No. 2525

02/27/2014 Authored by Hansen and Kieffer

The bill was read for the first time and referred to the Committee on Labor, Workplace and Regulated Industries

03/27/2014 Adoption of Report: Amended and Placed on the General Register
Read Second Time

1.1 A bill for an act
1.2 relating to education; clarifying the definition of employee to reflect the school
1.3 calendar for purposes of parental leave; amending Minnesota Statutes 2012,
1.4 section 181.940, subdivision 2.

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

1.6 Section 1. Minnesota Statutes 2012, section 181.940, subdivision 2, is amended to read:

1.7 Subd. 2. **Employee.** "Employee" means a person who ~~performs services for hire~~
1.8 ~~for~~ has been employed by an employer from whom a leave is requested under sections
1.9 181.940 to 181.944 for:

1.10 (1) at least 12 consecutive months immediately preceding the request; ~~and~~ or

1.11 (2) at least 12 months immediately preceding the request if the employer is an
1.12 educational institution; and

1.13 ~~(2)~~ (3) for an average number of hours per week equal to one-half the full-time
1.14 equivalent position in the employee's job classification as defined by the employer's
1.15 personnel policies or practices or pursuant to the provisions of a collective bargaining
1.16 agreement, during those 12 months.

1.17 For the purpose of this subdivision, "educational institution" means an elementary or
1.18 secondary school.

1.19 Employee includes all individuals employed at any site owned or operated by the
1.20 employer but does not include an independent contractor.

1.21 **EFFECTIVE DATE.** This section is effective the day following final enactment.