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State of Minnesota
HOUSE OF REPRESENTATIVES

EIGHTY-EIGHTH SESSION

H. F. No. **405**

02/06/2013 Authored by Benson, J.; Huntley; Masin; Persell; Morgan and others

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

1.1 A bill for an act
1.2 relating to employment; modifying employee sick leave policy; amending
1.3 Minnesota Statutes 2012, section 181.9413.
1.4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

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

1.6 **181.9413 SICK OR INJURED CHILD CARE LEAVE BENEFITS; SICK OR**
1.7 **INJURED CHILD OR FAMILY MEMBERS WITH ALZHEIMER'S DISEASE**
1.8 **AND RELATED DEMENTIAS.**

1.9 (a) An employee may use personal sick leave benefits provided by the employer for
1.10 absences: (1) due to an illness of or injury to the employee's child; or (2) necessary to
1.11 care for a family member with Alzheimer's disease or a related dementia, and for absences
1.12 due to cognitive screenings and other medical care for such persons with concerns about
1.13 memory loss, for such reasonable periods as the employee's attendance with the child or
1.14 family member may be necessary, on the same terms upon which the employee is able to
1.15 use sick leave benefits for the employee's own illness or injury. This section applies only
1.16 to personal sick leave benefits payable to the employee from the employer's general assets.

1.17 (b) For purposes of this section, "personal sick leave benefits" means time accrued
1.18 and available to an employee to be used as a result of absence from work due to personal
1.19 illness or injury, but does not include short-term or long-term disability or other salary
1.20 continuation benefits.

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

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