

May 21, 2026

VIA EFILING ONLY

Krystle Conley
Ryan P. Anderson
Byron Millea
Minnesota Department of Labor and
Industry
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**Re: *In The Matter of Possible Rules Governing Earned Sick and Safe
Time, Minnesota Rules, Part 5200.1200*
CAH 25-9001-40129
Revisor R-4877**

Dear Krystle Conley, Ryan P. Anderson and Byron Millea:

Enclosed herewith and served upon you please find the **ORDER APPROVING RULE MODIFICATION** and the addendum to the official record in the above-entitled matter. On May 15, 2026, the Court of Administrative Hearings received for review the submissions of the Minnesota Department of Labor and Industry as modified pursuant to the Report of Administrative Law Judge Megan J. McKenzie issued March 20, 2026, and the Order of the Chief Administrative Law Judge on Review of Rules issued by Chief Judge Jessica A. Palmer-Denig on March 30, 2026. The rules, Revisor's Draft AR-4877, are approved as to legality. The Court of Administrative Hearings has closed this file and is returning the rule record so that the Department can maintain the official rulemaking record in this matter as required by Minn. Stat. § 14.365. If the Minnesota Department of Labor and Industry has not already done so, please ensure that a signed order adopting the rules is filed with the Court of Administrative Hearings. The Court of Administrative Hearings will request copies of the finalized rules from the Revisor's office following receipt of that order. The Court of Administrative Hearings will file the adopted rules with the Secretary of State, who will forward one copy to the Revisor of Statutes, one copy to the Governor, and one to the Department of Labor and Industry for its rulemaking record.

The Department of Labor and Industry's next step is to arrange for publication of the Notice of Adoption in the State Register. Two copies of the Notice of Adoption provided by the Revisor's office should be submitted to the *State Register* for publication. A permanent rule without a hearing does not become effective until five working days after Notice of Adoption is published in the State Register in accordance with Minn. Stat. § 14.27.

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If you have any questions regarding this matter, please contact William Moore at (651) 361-7893, william.t.moore@state.mn.us or via facsimile at (651) 539-0310.

Sincerely,

A handwritten signature in cursive script that reads "Cara Hunter".

CARA HUNTER
Legal Assistant

Enclosure

cc: Legislative Coordinating Commission
Ryan Inman
Senator Tou Xiong
Representative Jim Nash
Representative Ginny Klevorn

STATE OF MINNESOTA
COURT OF ADMINISTRATIVE HEARINGS

In The Matter of Possible Rules Governing
Earned Sick and Safe Time, Minnesota
Rules, Part 5200.1200

**ORDER APPROVING RULE
MODIFICATION**

The Minnesota Department of Labor and Industry (DLI) seeks review and approval of modified rules pursuant to Minn. Stat. § 14.16 (2024), and Minn. R. 1400.2240, subp. 5 (2025).

Following a hearing on the proposed rules, in a report dated March 20, 2026, Administrative Law Judge Megan J. McKenzie determined that the proposed rules included a defect and disapproved proposed Rule 5200.1202, subp. 2. By Order dated March 30, 2026, the Chief Administrative Law Judge agreed in part and disagreed in part with that conclusion, and pursuant to Minn. Stat. § 14.15 (2024), proposed modifications to correct the defects. On May 15, 2026, DLI submitted a modification of the rules deleting proposed Rule 5200.1202, subp. 2. DLI also proposed related modifications to eliminate cross-references to proposed Rule 5200.1202, subp. 2, in other rules by:

- (1) amending the last sentence of proposed Rule 5200.1202, subp. 1, to remove the reference to proposed Rule 5200.1202, subp. 2, and substitute a reference to Minn. Stat. § 181.9446; and
- (2) amending proposed Rule 5200.1204, subp. 2, to delete the last sentence.

Under Minn. Stat. § 14.16 and Minn. R. 1400.2240, subp. 5, the Chief Administrative Law Judge must review the legality of the proposed modifications and determine whether the proposed modifications make the rules substantially different according to Minn. Stat § 14.05, subd. 2 (2024).

Based upon the submissions and rulemaking record, the Chief Administrative Law Judge issues the following:

ORDER

1. DLI has the statutory authority to adopt the rules.
2. The rules were adopted in compliance with all procedural requirements of Minnesota Statutes, chapter 14 (2024), and Minnesota Rules, chapter 1400 (2025).

3. The rule modifications proposed by DLI do not make the rules substantially different under Minn. Stat. § 14.05, subd. 2.

4. The modifications deleting proposed Rule 5200.1202, subp. 2, and amending proposed Rules 5200.1202, subp. 1, and 5200.1204, subp. 2, are **APPROVED**. All other parts of the rule were approved for legality under the terms of the Report issued by the Administrative Law Judge on March 20, 2026.

Dated: May 21, 2026


JESSICA A. PALMER-DENIG
Chief Administrative Law Judge