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State of Minnesota
HOUSE OF REPRESENTATIVES

NINETY-THIRD SESSION

H. F. No. **5363**

04/11/2024

Authored by Frazier

The bill was read for the first time and referred to the Committee on Workforce Development Finance and Policy

For reference and coding, the first
page of the bill has been provided.

For a complete copy of the bill, visit the
House website at: www.house.mn.gov

- 1.1 A bill for an act
- 1.2 relating to employees; modifying paid leave provisions; amending Minnesota
- 1.3 Statutes 2023 Supplement, sections 268B.01, subdivisions 3, 5, 8, 15, 23, 44, by
- 1.4 adding subdivisions; 268B.04; 268B.06, subdivisions 3, 4, 5, by adding a
- 1.5 subdivision; 268B.07, subdivisions 1, 2, 3; 268B.085, subdivision 3; 268B.09,
- 1.6 subdivisions 1, 6, 7; 268B.10, subdivisions 1, 2, 3, 6, 12, 16, 17, by adding
- 1.7 subdivisions; 268B.14, subdivisions 3, 7, by adding subdivisions; 268B.15,
- 1.8 subdivision 7; 268B.155, subdivision 2; 268B.185, subdivision 2; 268B.19;
- 1.9 268B.26; 268B.27, subdivision 2; 268B.29; proposing coding for new law in
- 1.10 Minnesota Statutes, chapter 268B; repealing Minnesota Statutes 2023 Supplement,
- 1.11 sections 268B.06, subdivision 7; 268B.08; 268B.10, subdivision 11; 268B.14,
- 1.12 subdivision 5.
- 1.13 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:
- 1.14 Section 1. [268B.001] CITATION.
- 1.15 This chapter may be cited as the "Minnesota Paid Leave Law."
- 1.16 EFFECTIVE DATE. This section is effective the day following final enactment.
- 1.17 Sec. 2. Minnesota Statutes 2023 Supplement, section 268B.01, subdivision 3, is amended
- 1.18 to read:
- 1.19 Subd. 3. **Applicant.** "Applicant" means an individual or the individual's authorized
- 1.20 representative applying for leave with benefits under this chapter.
- 1.21 EFFECTIVE DATE. This section is effective the day following final enactment.

2.1 Sec. 3. Minnesota Statutes 2023 Supplement, section 268B.01, is amended by adding a
2.2 subdivision to read:

2.3 Subd. 4a. **Authorized representative.** "Authorized representative" means an individual
2.4 designated by the person or the individual's legal representative to act on their behalf. This
2.5 individual may be a family member, guardian, or other individual designated by the person
2.6 or the individual's legal representative, if any, to assist in purchasing and arranging for
2.7 supports. For the purposes of this chapter, an authorized representative must be at least 18
2.8 years of age.

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

2.10 Sec. 4. Minnesota Statutes 2023 Supplement, section 268B.01, subdivision 5, is amended
2.11 to read:

2.12 Subd. 5. **Base period.** (a) "Base period," unless otherwise provided in this subdivision,
2.13 means the most recent four completed calendar quarters before the effective date of an
2.14 applicant's application for family or medical leave benefits if the application has an effective
2.15 date occurring after the month following the most recent completed calendar quarter. The
2.16 base period under this paragraph is as follows:

2.17 If the application for family or medical leave	
2.18 benefits is effective on or between these	
2.19 dates:	The base period is the prior:
2.20 February 1 to March 31	January 1 to December 31
2.21 May 1 to June 30	April 1 to March 31
2.22 August 1 to September 30	July 1 to June 30
2.23 November 1 to December 31	October 1 to September 30

2.24 (b) If an application for family or medical leave benefits has an effective date that is
2.25 during the month following the most recent completed calendar quarter, then the base period
2.26 is the first four of the most recent five completed calendar quarters before the effective date
2.27 of an applicant's application for family or medical leave benefits. The base period under
2.28 this paragraph is as follows:

2.29 If the application for family or medical leave	
2.30 benefits is effective on or between these	
2.31 dates:	The base period is the prior:
2.32 January 1 to January 31	October 1 to September 30
2.33 April 1 to April 30	January 1 to December 31
2.34 July 1 to July 31	April 1 to March 31
2.35 October 1 to October 31	July 1 to June 30