

SENATE
STATE OF MINNESOTA
NINETY-FOURTH SESSION

S.F. No. 310

(SENATE AUTHORS: DORNINK, Kupec, Hauschild, Draheim and Putnam)		
DATE	D-PG	OFFICIAL STATUS
01/21/2025	114	Introduction and first reading Referred to Labor
01/27/2025	171	Comm report: To pass and re-referred to Agriculture, Veterans, Broadband and Rural Development
02/06/2025	291	Comm report: No recommendation
	291	Second reading

1.1

A bill for an act

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relating to employment; modifying the definition of employee for purposes of

1.3

earned sick and safe time; amending Minnesota Statutes 2024, section 181.9445,

1.4

subdivision 5.

1.5

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

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Section 1. Minnesota Statutes 2024, section 181.9445, subdivision 5, is amended to read:

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Subd. 5. **Employee.** "Employee" means any person who is employed by an employer,

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including temporary and part-time employees, who is anticipated by the employer to perform

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work for at least 80 hours in a year for that employer in Minnesota. Employee does not

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include:

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(1) an independent contractor;

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(2) an individual who is a volunteer firefighter or paid on-call firefighter, with a

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department charged with the prevention or suppression of fires within the boundaries of the

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state; is a volunteer ambulance attendant as defined in section 144E.001, subdivision 15;

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or is an ambulance service personnel as defined in section 144E.001, subdivision 3a, who

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serves in a paid on-call position;

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(3) an individual who is an elected official or a person who is appointed to fill a vacancy

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in an elected office as part of a legislative or governing body of Minnesota or a political

1.19

subdivision; or

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(4) an individual employed by a farmer, family farm, or a family farm corporation to

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provide physical labor on or management of a farm if: (i) the farmer, family farm, or family

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farm corporation employs five or fewer employees; or (ii) the individual is employed by

- 2.1
- the farmer, family farm, or family farm corporation to perform work for 28 days or less
- 2.2
- each year.