

SF310 - 0 - Earned Sick and Safe Time Employee Definition

Chief Author: **Gene Dornick**
 Committee: **Labor**
 Date Completed: **2/1/2025 2:52:24 PM**
 Agency: **Labor and Industry Dept**

State Fiscal Impact	Yes	No
Expenditures		X
Fee/Departmental Earnings		X
Tax Revenue		X
Information Technology		X
Local Fiscal Impact		X

This table shows direct impact to state government only. Local government impact, if any, is discussed in the narrative.
 Reductions shown in the parentheses.

State Cost (Savings)		Biennium			Biennium	
Dollars in Thousands		FY2025	FY2026	FY2027	FY2028	FY2029
Total		-	-	-	-	-
Biennial Total				-		-

Full Time Equivalent Positions (FTE)		Biennium			Biennium	
		FY2025	FY2026	FY2027	FY2028	FY2029
Total		-	-	-	-	-

LBO Analyst's Comment

I have reviewed this fiscal note for reasonableness of content and consistency with the LBO's Uniform Standards and Procedures.

LBO Signature: Karl Palm **Date:** 2/1/2025 2:52:23 PM
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State Cost (Savings) Calculation Details

This table shows direct impact to state government only. Local government impact, if any, is discussed in the narrative. Reductions are shown in parentheses.

*Transfers In/Out and Absorbed Costs are only displayed when reported.

State Cost (Savings) = 1-2		Biennium			Biennium	
Dollars in Thousands		FY2025	FY2026	FY2027	FY2028	FY2029
	Total	-	-	-	-	-
	Biennial Total			-		-
1 - Expenditures, Absorbed Costs*, Transfers Out*						
	Total	-	-	-	-	-
	Biennial Total			-		-
2 - Revenues, Transfers In*						
	Total	-	-	-	-	-
	Biennial Total			-		-

Bill Description

Section 1 amends the definition of employee under the earned sick and safe time (ESST) law to exclude individuals employed by a farmer, family farm, or family farm corporation that employs five or fewer employees.

Assumptions

In the state of Minnesota there are approximately 2.9 million employees, which includes approximately 5,000 employees who work for small crop or animal production establishments in Minnesota. Employees covered by the proposed bill are approximately 0.17% of employees in the State.

In 2024, the Department of Labor & Industry (DLI) received 4,287 ESST complaints. Those complaints included 1 ESST complaint for a crop production establishment, and no ESST complaints for animal production establishments. DLI assumes it would continue to receive inquiries from impacted employees as to whether they are covered by ESST. Based on the percentage of total employees excluded by the proposed legislation and the number of complaints DLI received from relevant employees in 2024, the impact of this exclusion would neither increase nor decrease DLI's current ESST-related work.

Expenditure and/or Revenue Formula

Long-Term Fiscal Considerations

Local Fiscal Impact

References/Sources

Agency Contact: Kate Perushek (651-284-5255)

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