

- 1.1 **Senator Murphy from the Committee on Rules and Administration, to which was**
1.2 **referred**
- 1.3 **S.F. No. 2300:** A bill for an act relating to employment; modifying earned sick and safe
1.4 time provisions; amending Minnesota Statutes 2024, sections 181.9445, subdivision 6;
1.5 181.9446; 181.9447, subdivisions 2, 3, 4; 181.9448, subdivision 1, by adding a subdivision.
- 1.6 Reports the same back with the recommendation that the bill be amended as follows:
- 1.7 Page 1, delete section 1
- 1.8 Page 2, delete section 2
- 1.9 Page 3, line 21, delete everything after the period
- 1.10 Page 3, delete line 22
- 1.11 Page 4, line 8, delete new language
- 1.12 Page 4, after line 30, insert:
- 1.13 "(b) If an employer makes available paid time off or other paid leave in excess of the
1.14 minimum amount required in section 181.9446 for absences from work due to personal
1.15 illness or injury, an employer may limit the application of the minimum standards and
1.16 requirements provided in sections 181.9445, 181.9447, and 181.9448 to no less than the
1.17 available leave or 160 hours in a 12-month period, whichever is less. An employer may not
1.18 require an employee to use leave covered by the minimum standards and requirements
1.19 pursuant to this section prior to other available paid time off or other paid leave. The
1.20 requirements of this paragraph do not apply to short-term or long-term disability benefits
1.21 administered under chapter 268B, or other salary continuation benefits."
- 1.22 Page 6, line 6, after the period, insert "An employer is permitted to advance earned sick
1.23 and safe time to an employee based on the number of hours the employee is anticipated to
1.24 work for the remaining portion of an accrual year. If the advanced amount is less than the
1.25 amount the employee would have accrued based on the actual hours worked, the employer
1.26 must provide additional earned sick and safe time to make up the difference."
- 1.27 Page 6, after line 6, insert:
- 1.28 **"EFFECTIVE DATE.** This section is effective January 1, 2026."
- 1.29 Page 6, delete section 7
- 1.30 Reletter the paragraphs in sequence
- 1.31 Renumber the sections in sequence
- 1.32 Amend the title numbers accordingly

2.1 And when so amended the bill do pass. Amendments adopted. Report adopted.

2.2
2.3 (Committee Chair)

2.3 (Committee Chair)

2.4 April 30, 2025.....

2.5 (Date of Committee recommendation)