

HOUSE RESEARCH

Bill Summary

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Overview

This bill requires all public and private employers in Minnesota, except independent contractors, to provide unpaid leave to an employee whose immediate family member has been mobilized into active military service in support of a war or other national emergency.

The bill allows the employer to limit the leave as follows:

- To attend a send-off or homecoming ceremony - to the actual time necessary to attend the ceremony, not to exceed one-day in any calendar year;
- To spend time with the family member before or during the mobilization - up to two days in any calendar year.

The bill further stipulates that *total leave* under this section shall not exceed two days in any calendar year unless more leave time is agreed to by the employer.

The bill also places a cross-reference in Minn. Stat, Chapter 192 (National Guard law), indicating that such leave is governed by employment law (similar to other such cross-references being provided to alert soldiers and veterans of benefits elsewhere in statutes).