

1.1 moves to amend H.F. No. 5242, in conference committee, as follows:

1.2 On R84, Senate language, (UEH5242-1)

1.3 Page 178, after line 8, insert:

1.4 "Sec. 10. Minnesota Statutes 2023 Supplement, section 181.9447, subdivision 2, is amended
1.5 to read:

1.6 Subd. 2. **Notice.** (a) An employer may require notice of the need for use of earned sick
1.7 and safe time as provided in this paragraph. If the need for use is foreseeable, an employer
1.8 may require advance notice of the intention to use earned sick and safe time but must not
1.9 require more than seven days' advance notice. If the need is unforeseeable, an employer
1.10 may require an employee to give notice of the need for earned sick and safe time at least
1.11 two hours prior to when the employee is scheduled to work. If the need to use earned sick
1.12 and safe time arises while an employee is performing work, due to a medical or transportation
1.13 emergency en route to work, or due to other unforeseen emergent circumstances, the
1.14 employee must give notice to the employer as soon as practicable. An employer that requires
1.15 notice of the need to use earned sick and safe time in accordance with this subdivision shall
1.16 have a written policy containing reasonable procedures for employees to provide notice of
1.17 the need to use earned sick and safe time, and shall provide a written copy of such policy
1.18 to employees. If a copy of the written policy has not been provided to an employee, an
1.19 employer shall not deny the use of earned sick and safe time to the employee on that basis.

1.20 (b) Except for the use of accrued earned sick and safe time under subdivision 1, clause
1.21 (3), an employee's failure to provide notice in accordance with the requirements of this
1.22 subdivision may be used as a basis for the employer to deny earned sick and safe time
1.23 benefits to the employee."

1.24 On R85, Senate language, (UEH5242-1)

2.1 Page 179, after line 7, insert:

2.2 "Sec. 12. Minnesota Statutes 2023 Supplement, section 181.9447, subdivision 4, is amended
2.3 to read:

2.4 Subd. 4. **Replacement worker.** An employer may ~~not require, as a condition of request~~
2.5 that an employee using earned sick and safe time, that the employee make reasonable efforts
2.6 to seek or find a replacement worker to cover the hours the employee uses as earned sick
2.7 and safe time."

2.8 Renumber the sections in sequence and correct the internal references

2.9 Amend the title accordingly