

SENATE
STATE OF MINNESOTA
EIGHTY-NINTH SESSION

S.F. No. 779

(SENATE AUTHORS: SIEBEN, Rest, Hawj, Schmit and Bakk)

DATE	D-PG	OFFICIAL STATUS
02/12/2015	272	Introduction and first reading
		Referred to Jobs, Agriculture and Rural Development
03/25/2015		Comm report: To pass as amended and re-refer to Finance

1.1 A bill for an act
 1.2 relating to employment; requiring an analysis and report on a Minnesota paid
 1.3 family and medical leave program; appropriating money.

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

1.5 Section 1. **MECHANISMS AND COSTS: MINNESOTA PAID FAMILY AND**
 1.6 **MEDICAL LEAVE PROGRAM.**

1.7 The Department of Employment and Economic Development, in collaboration with
 1.8 the Departments of Labor and Industry and Health and Human Services, shall report
 1.9 on the most efficient and effective mechanisms and associated costs for the design and
 1.10 delivery of a statewide broad-based insurance program that would provide partial wage
 1.11 replacement for workers taking parental, family, or medical leave.

1.12 **EFFECTIVE DATE.** This section is effective the day following final enactment.

1.13 Sec. 2. **FAMILY LEAVE INSURANCE PROGRAM; ANALYSIS.**

1.14 (a) The Department of Employment and Economic Development, in consultation
 1.15 with the Departments of Labor and Industry, Health and Human Services, shall conduct
 1.16 an analysis of various options for the delivery of the family and medical leave insurance
 1.17 program and their associated costs and benefits. This analysis shall include:

1.18 (1) an evaluation of mechanisms for:

1.19 (i) the determination of eligibility;

1.20 (ii) the collection of employer and employee contributions;

1.21 (iii) the processing and payment of claims; and

2.1 (iv) an effective enforcement of the program and the protection of employees who
 2.2 use or seek to use family or medical leaves pursuant to the program;

2.3 (2) an estimated timeline for implementation of the various mechanisms and
 2.4 approaches evaluated under clause (1);

2.5 (3) separate cost estimates for each of the following types of leave:

2.6 (i) parental leave;

2.7 (ii) leave to care for a family member with a serious health condition, family leave;

2.8 and

2.9 (iii) medical leave; and

2.10 (4) options and associated mechanisms for financing the program including, but not
 2.11 limited to, a premium assessed on employers and employees.

2.12 (b) In conducting this analysis, the department shall:

2.13 (1) utilize the expertise of relevant state agencies to take advantage of existing
 2.14 systems, to minimize start-up costs, and to maximize use of existing agency systems
 2.15 and programs and avoid redundancy; and

2.16 (2) build on the experiences of other states and agencies with existing or proposed
 2.17 paid family and medical leave programs at the state and federal level.

2.18 **EFFECTIVE DATE.** This section is effective the day following final enactment.

2.19 Sec. 3. **REPORTS.**

2.20 By December 15, 2015, the commissioner of employment and economic
 2.21 development shall report to the legislative committees with jurisdiction over labor, jobs,
 2.22 and health and human services on the results of its analysis under section 2.

2.23 **EFFECTIVE DATE.** This section is effective the day following final enactment.

2.24 Sec. 4. **APPROPRIATION.**

2.25 \$..... in fiscal year 2016 is appropriated from the general fund to the commissioner
 2.26 of employment and economic development for purposes of implementing sections 1 to
 2.27 3. This appropriation is available until January 30, 2016.