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State of Minnesota
HOUSE OF REPRESENTATIVES

EIGHTY-NINTH SESSION

H. F. No. 3914

04/14/2016 Authored by Pinto and Schoen

The bill was read for the first time and referred to the Committee on Commerce and Regulatory Reform

1.1 A bill for an act
1.2 relating to employment; providing for prenatal care leave; proposing coding for
1.3 new law in Minnesota Statutes, chapter 181.

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

1.5 Section 1. **[181.9411] PRENATAL CARE LEAVE.**

1.6 Subdivision 1. **Definition.** For purposes of this section, "employee" does not include
1.7 the requirement of section 181.940, subdivision 2, clause (1).

1.8 Subd. 2. **Leave of 40 hours.** An employer must grant leave of up to 40 hours during
1.9 any 12-month period to attend prenatal care visits with a health care provider related to a
1.10 pregnancy (1) of the employee, (2) of the employee's spouse, or (3) for which the employee
1.11 will be the parent, provided the leave cannot be scheduled during nonwork hours. When
1.12 the leave cannot be scheduled during nonwork hours, and the need for leave is foreseeable,
1.13 the employee must provide reasonable prior notice of the leave and make a reasonable
1.14 effort to schedule the leave so as not to unduly disrupt the operations of the employer.

1.15 Subd. 3. **No pay required; substitute of paid leave.** Nothing in this section
1.16 requires that the leave be paid, except that an employee may substitute any accrued paid
1.17 vacation leave or other appropriate paid leave for any part of the leave under this section.

1.18 Subd. 4. **Relationship to other leave.** Leave under this section is in addition to, and
1.19 does not diminish, any leave available under section 181.941.