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State of Minnesota
HOUSE OF REPRESENTATIVES

EIGHTY-NINTH SESSION

H. F. No. 4016

05/18/2016 Authored by Newton

The bill was read for the first time and referred to the Committee on Job Growth and Energy Affordability Policy and Finance

1.1 A bill for an act
1.2 relating to employment; requiring the payout of earned paid time off at separation
1.3 from employment; amending Minnesota Statutes 2014, section 181.171, by
1.4 adding subdivisions.

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

1.6 Section 1. Minnesota Statutes 2014, section 181.171, is amended by adding a
1.7 subdivision to read:

1.8 Subd. 5. **Paid days off.** This subdivision applies to sections 181.13, 181.14,
1.9 181.15, 181.16, and 181.171. Unless provided otherwise in a valid collective bargaining
1.10 agreement, if an employer provides an employee with accrued or allotted paid vacation
1.11 days or other paid days off, excluding sick days, under an employment contract, policy, or
1.12 consistent practice, "wages" includes the monetary equivalent of all such days off accrued
1.13 or allotted at the employee's rate of pay at separation from employment. Except for a valid
1.14 collective bargaining agreement, any contract or other agreement providing for employee
1.15 forfeiture at separation of any accrued or allotted paid vacation days or other paid days
1.16 off, excluding sick days, is void and unenforceable.

1.17 Sec. 2. Minnesota Statutes 2014, section 181.171, is amended by adding a subdivision
1.18 to read:

1.19 Subd. 6. **Accrued vacation.** Unless provided otherwise in a valid collective
1.20 bargaining agreement, if an employer provides an employee with accrued or allotted paid
1.21 vacation days or other paid days off, excluding sick days, under an employment contract,
1.22 policy, or consistent practice, those paid days off must not cancel, expire, or otherwise
1.23 become unavailable at a certain date or after a certain period of time.