

CHAPTER 341—H.F.No. 2682

An act relating to employment; modifying provisions governing school conference and activities leave; amending Minnesota Statutes 1994, section 181.9412.

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

Section 1. Minnesota Statutes 1994, section 181.9412, is amended to read:

181.9412 **SCHOOL CONFERENCE AND ACTIVITIES LEAVE.**

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

Subd. 2. LEAVE OF 16 HOURS. (a) An employer must grant an employee leave of up to a total of 16 hours during any 12-month period to attend school conferences or classroom school-related activities related to the employee's child, provided the conferences or classroom school-related activities cannot be scheduled during nonwork hours. If the employee's child receives child care services as defined in section 256H.01, subdivision 2, or attends a prekindergarten regular or special education program, the employee may use the leave time provided in this section to attend a conference or activity related to the employee's child, or to observe and monitor the services or program, provided the conference, activity, or observation cannot be scheduled during nonwork hours. When the leave cannot be scheduled during nonwork hours and the need for the leave is foreseeable, the employee must provide reasonable prior notice of the leave and make a reasonable effort to schedule the leave so as not to disrupt unduly the operations of the employer.

Subd. 3. NO PAY REQUIRED; SUBSTITUTE OF PAID LEAVE. (b) Nothing in this section requires that the leave be paid; except that, an employee may substitute any accrued paid vacation leave or other appropriate paid leave for any part of the leave under this section.

Sec. 2. **EFFECTIVE DATE.**

Section 1 is effective July 1, 1996.

Presented to the governor March 18, 1996

Signed by the governor March 19, 1996, 4:05 p.m.

CHAPTER 342—H.F.No. 2953

VETOED

New language is indicated by underline, deletions by ~~strikeout~~.