

**HF1057 - 0 - Earned Sick and Safe Time Employee Definition**

Chief Author: **Paul Anderson**  
 Committee: **Workforce, Labor, and Economic Development Finance and Policy**  
 Date Completed: **2/1/2025 2:52:24 PM**  
 Agency: **Labor and Industry Dept**

State Fiscal Impact	Yes	No
Expenditures		X
Fee/Departmental Earnings		X
Tax Revenue		X
Information Technology		X
Local Fiscal Impact		X

This table shows direct impact to state government only. Local government impact, if any, is discussed in the narrative. Reductions shown in the parentheses.

State Cost (Savings)	Biennium			Biennium		
	Dollars in Thousands	FY2025	FY2026	FY2027	FY2028	FY2029
<b>Total</b>	-	-	-	-	-	-
<b>Biennial Total</b>			-			-

Full Time Equivalent Positions (FTE)	Biennium			Biennium	
	FY2025	FY2026	FY2027	FY2028	FY2029
<b>Total</b>	-	-	-	-	-

**LBO Analyst's Comment**

I have reviewed this fiscal note for reasonableness of content and consistency with the LBO's Uniform Standards and Procedures.

**LBO Signature:** Karl Palm      **Date:** 2/1/2025 2:52:23 PM  
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**State Cost (Savings) Calculation Details**

This table shows direct impact to state government only. Local government impact, if any, is discussed in the narrative. Reductions are shown in parentheses.

\*Transfers In/Out and Absorbed Costs are only displayed when reported.

<b>State Cost (Savings) = 1-2</b>		Biennium			Biennium	
Dollars in Thousands	FY2025	FY2026	FY2027	FY2028	FY2029	
<b>Total</b>	-	-	-	-	-	-
<b>Biennial Total</b>			-			-
<b>1 - Expenditures, Absorbed Costs*, Transfers Out*</b>						
<b>Total</b>	-	-	-	-	-	-
<b>Biennial Total</b>			-			-
<b>2 - Revenues, Transfers In*</b>						
<b>Total</b>	-	-	-	-	-	-
<b>Biennial Total</b>			-			-

**Bill Description**

Section 1 amends the definition of employee under the earned sick and safe time (ESST) law to exclude individuals employed by a farmer, family farm, or family farm corporation that employs five or fewer employees.

**Assumptions**

In the state of Minnesota there are approximately 2.9 million employees, which includes approximately 5,000 employees who work for small crop or animal production establishments in Minnesota. Employees covered by the proposed bill are approximately 0.17% of employees in the State.

In 2024, the Department of Labor & Industry (DLI) received 4,287 ESST complaints. Those complaints included 1 ESST complaint for a crop production establishment, and no ESST complaints for animal production establishments. DLI assumes it would continue to receive inquiries from impacted employees as to whether they are covered by ESST. Based on the percentage of total employees excluded by the proposed legislation and the number of complaints DLI received from relevant employees in 2024, the impact of this exclusion would neither increase nor decrease DLI's current ESST-related work.

**Expenditure and/or Revenue Formula**

**Long-Term Fiscal Considerations**

**Local Fiscal Impact**

**References/Sources**

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**Date:** 2/1/2025 8:04:19 AM

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