



leave and disability regulatory compliance
Summary of leave legislation

Private employer sector
February 2020

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Minnesota: Duluth

Ordinance No. 19-052-O (Earned sick and safe time)

Enacted December 16, 2019

Effective January 1, 2020

Informational only — Sedgwick does not administer

In May 2019, Duluth, Minnesota enacted an [ordinance](#) requiring employers with five or more employees to provide one hour of earned sick and safe time for every 50 hours worked. This amendment clarifies that ordinance to specify when an employee will earn and may use the leave.

Accrual and use of leave

The amendment specifies that employees can accrue earned sick and safe time for hours worked within the geographic boundaries of the city. Further, an employer is only required to allow an employee to use earned sick and safe time that is accrued when the employee is scheduled to perform work within the geographic boundaries of the city.

Workplace posters

The city will create and provide a poster and model notice to comply with the posting requirements. Employers may comply with this section by displaying the notice in a conspicuous, accessible and readily visible place in each establishment where such employees are employed.

Record retention

The amendment specifies that employers must retain accurate records documenting the hours worked by employees, number of earned sick and safe hours accrued and number of hours used by employees for earned sick and safe time purposes over a three-year period.

Note: Local legislation may be slightly delayed due to reporting to the city's website.

Minnesota: Duluth

Ordinance No. 20-003-O (Earned sick and safe time)

Enacted January 28, 2020

Effective February 27, 2020

Informational only — Sedgwick does not administer

In May 2019, Duluth, Minnesota enacted an [ordinance](#) requiring employers with five or more employees to provide one hour of earned sick and safe time for every 50 hours worked. This amendment clarifies that certain employers may comply with the ordinance through participation in a multi-employer plan that meets minimum requirements.

The amendment states that an employer may satisfy the provisions of the law for construction industry employees working on private or public projects by:

- Paying at least the prevailing wage;
- Paying at least the required rate established in a registered apprenticeship agreement for apprentices registered with the state department of labor and industry; or
- Participating in a multi-employer plan that provides paid sick and safe leave jointly with other employers.

Note: Local legislation may be slightly delayed due to reporting to the city's website.

Virginia

House Bill 196 (Voting leave)

Passed House; passed Senate February 24, 2020

If enacted, effective July 1, 2020

Informational only — Sedgwick does not administer

If enacted, this [bill](#) protects individuals who are members of a local electoral board, assistant general registrar or an officer of election from being discharged from employment, having any adverse personnel action taken against them and from being required to use sick leave or vacation time, as a result of absence from employment due to service at a polling place on election day or electoral board meeting following the election to ascertain the results of such election — provided that the individuals gave reasonable notice to their employers of such service.

Virginia

Senate Bill 481 (Healthy Working Families Act)
Passed Senate; passed House February 27, 2020
If enacted, effective January 1, 2021

This **bill** creates the Healthy Working Families Act, requiring employers to provide employees with at least one hour of paid sick leave for every 40 hours worked. This leave may be used for the employee's own mental or physical illness or health condition, to care for a family member and for the closure of the employee's place of business or child's school following a public health emergency.

The act requires each employer to provide its employees with written notice of this new law. Employers are required to retain all records documenting the number of hours worked, sick time earned and sick time used for a period of three years.

This bill also prohibits employers from retaliating or discriminating against any employee for taking leave provided by this act and creates a cause of action for any violations.

The Information contained within this document is intended to provide summary level information on proposed or enacted laws related to family and medical leave. It is not intended to provide guidance on the application of these legal requirements or as an update to your Company's attendance and/or leave policies. We recommend you consult with Legal Counsel to determine what changes, if any, should be applied to Company Policy.

