

MBEX: Employment Law Changes

k8bisch

About Me

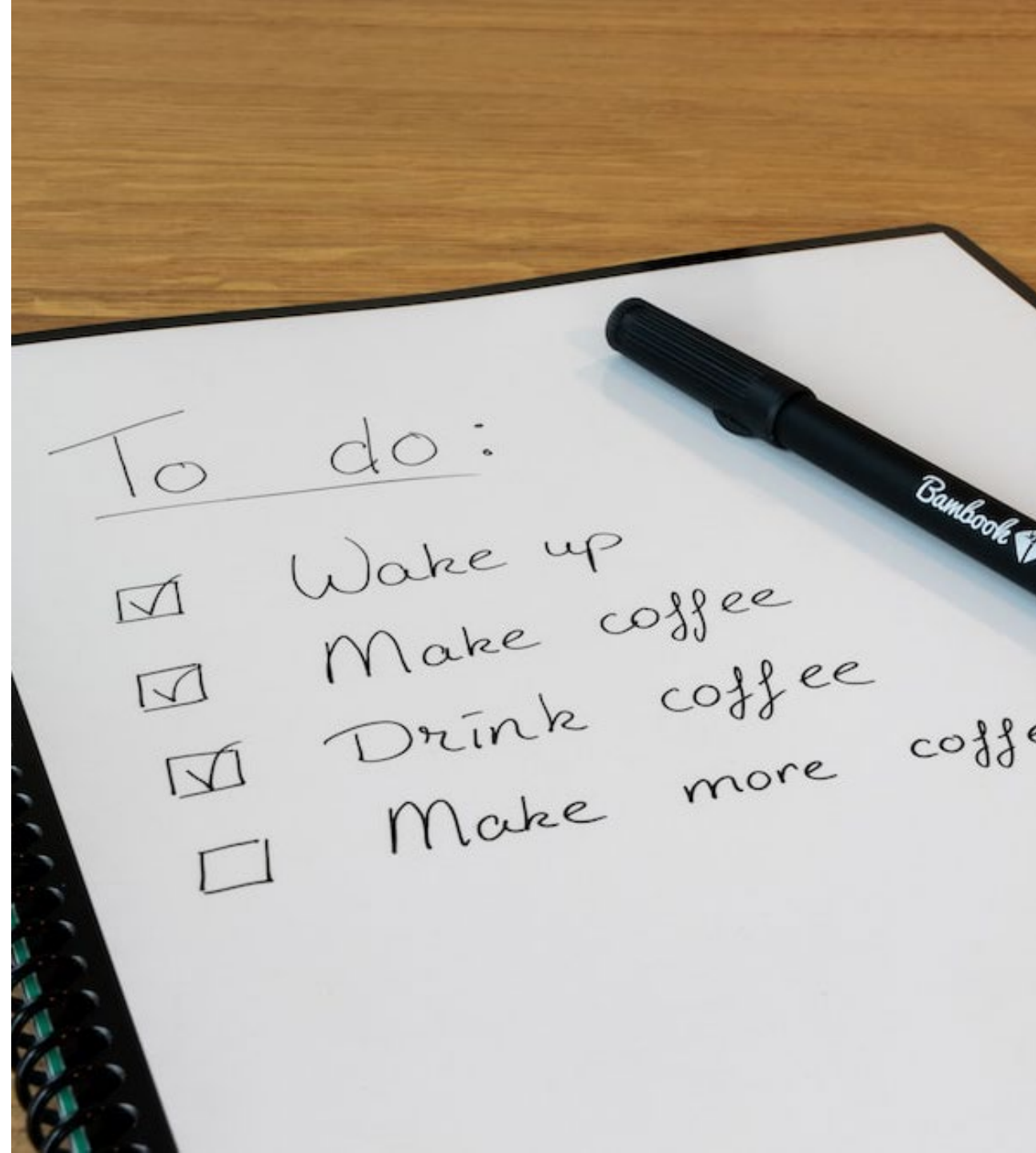
- Management-side employment attorney & HR consultant
- Human Resources Officer for the U.S. Department of State in Jerusalem & Zambia
- Investigations
- Policies
- Trainings



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What We'll Cover

- Earned Sick & Safe Time
- Minimum wage changes
- Leave law changes
- Escalator clauses





Earned Sick & Safe Time

- 19 states have requirements for sick & safe time with more to come
- How it works in Minnesota
 - Any individual who will work >80 in MN
 - 1 hour earned for every 30 hours worked
 - 48 hours per year with a cap of 80 hours
 - Most PTO already compliant with some minor tweaks
 - Adding the reasons for the leave is the key for handbooks, including bereavement, school closure, etc.

ESST Tips

- If offer more, employers have to treat the entire amount like ESST if you allow vacation to be used for sick time
- Frontloading makes dealing with attendance issues easier
- Accrual prevents “overuse”
- Attendance & retaliation
- Policy needs updating to include uses



Minimum Wages

- Minnesota's minimum wage is \$11.13
- Adjusted yearly due to inflation
- There is a training wage available for the first 90 days for employees under 20 years of age





New Parents

- Parenting leave starts on day 1
- New language in handbooks around nursing & pregnancy accommodations
- Nursing: We'll give you what you need to pump
- Pregnancy: We'll accommodate lots of common things you need without a doctor's note



Escalator Clauses

- Cover costs associated with costs or offers
 - Effective have a cap
 - Standard agreement templates have language & generally require equitable distribution
- Alternative is force majeure
 - Used to cover increased costs that are unforeseen, uncontrollable, unavoidable, & sole cause of nonperformance
 - Increases caused by tariffs are not unforeseen
 - 40% increases were not sufficient to avoid performance in MA



Questions?

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