



**Employment Law  
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**Working Knowledge  
Arthur Chapman Employment Law Update**

Happy New Year! This year, Arthur Chapman's Employment Law Practice Group is developing a quarterly email to keep our clients and friends informed about news, information, and tips related to employment matters. We welcome your questions about employment matters at any time. You can find a list of the Employment Practice Group members to the left of this email. And, if there is a topic you would like us to address in a future message, please let us know!

**When Employees May (Temporarily) Leave**

This quarter, we offer a summary of certain employee leaves required by Minnesota and federal law, some tips about dealing with employee requests for leave, and some proposed leave laws to watch.

Some of these leaves are very familiar. FMLA is commonly known and generally understood to provide leaves when an employee needs extended time off for illness or medical procedures or for pregnancy and parental leave. But did you know that when an employee does not qualify for FMLA leave or has exhausted her available FMLA leave, an employer may still have a duty to grant unpaid time off to allow an employee to sufficiently recover to return to work under the Americans with Disabilities Act? And, on a completely different note, did you know that if you are a public employer you must grant leave for your employees to train for the Olympics?

Please click [here](#) to access tables summarizing certain leaves required by Minnesota and federal law. These tables do not substitute for looking at the law and/or for getting legal advice for particular situations as all of these laws contain nuances. The tables are meant as a quick reference to help you spot whether an employee is entitled to leave and if so on what terms. If you wish to receive a laminated copy of the Minnesota Leaves Table for your reference and use, please email us.

The leaves provided by these laws are mandatory minimums. Employers subject to these laws must provide the specified leaves to qualifying employees. Employers may provide more time off or better conditions (like pay for a leave that would under the law be unpaid) but they must at least provide the leave set forth in the law. When an employee requests to take time off under one of these laws, employers cannot retaliate against them by disciplining them, docking their pay, giving them less favorable working conditions, etc.

Finally, keep an eye on federal and local efforts to require employers to offer paid sick time to employees. In September 2015, President Obama signed an executive order that will require federal contractors and subcontractors to allow employees to earn up to seven paid sick leave days each year (1 hour of paid sick time for every thirty hours worked). These hours will roll over from year to year. [Bills](#) that would apply similar requirements to private employers with fifteen or more employees have been introduced in Congress in recent years. These measures have been subject to opposition and the present bills are in committee. And, in Minneapolis, Mayor Betsy Hodges is promoting a [Working Families Agenda](#) that would require Minneapolis employers to permit employees to earn paid sick and safe leave. The Agenda is being studied by a working group and action is expected in the Spring.

Questions? Please contact any of the [Arthur Chapman Employment Law Practice Group](#) attorneys to discuss! Please also feel free to share this email with others who might find it helpful (use the "share" button below).

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