



# Session Priorities

A shared vision for Minnesota's future.

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## Horizon Policy Issues

Lawmakers are debating several policy issues on the horizon in Minnesota. Although they may not become a reality this session, it is important to understand the details and their impact on business. This summarizes policies already proposed in Minnesota:

### WORKPLACE MANDATES

#### Statewide paid family and medical leave (HF 5, Halverson/SF 1060, Kent)

- Expansive new state insurance program financed through employer payroll tax of 0.6% of wages up to FICA limit of \$133,000; employer "may" deduct up to 50 percent of annual premiums paid from employee wages.
- Partial wage replacement benefit for 12 weeks paid family **and** 12 weeks paid medical leave; employees may access **both** types of leave in a 12-month period.
- Expansive scope of eligibility, family members, qualifying events, and benefits compared to existing laws or programs.
- Difficult "opt-out" provisions for employers with existing benefit plans in place.
- Passed House in 2019, included in House Omnibus Jobs bill (HF 2208).

#### Statewide paid safe and sick time (HF 11, Lesch/SF 528, Pappas)

- Modeled after the Minneapolis "safe and sick time" ordinance
- Statewide mandate on employers to offer at least one hour of paid sick leave for every 30 hours an employee works up to 48 hours a year and carryover accrual up to 80 hours into the following year
- Does not include small business exemptions; however there are collective bargaining agreement and construction industry carve-outs.
- Imposes greater liability, stricter record-keeping requirements, and stiff penalties for violations.
- Passed House in 2019, Included in House Omnibus Jobs bill (HF 2208).



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### PUBLIC OPTION HEALTH CARE

#### **"ONECare" public option (HF 3, Liebling/SF 1080, Klein)**

- Governor Walz and the House and Senate DFL caucuses proposed a state-offered health insurance option that would allow any Minnesotan to buy platinum level coverage (which means the plan will cover 90% of the consumer's annual costs) through ONECare Minnesota, beginning in 2023.
- Proposes to make this a more affordable option for consumers by paying doctors and hospitals less than private insurance does.
- ONECare Minnesota would peg its payment rates to Medicaid rates. In Minnesota, private insurance pays significantly more for the same service or procedure than Medicaid does.
- Would lead to significant financial concerns for hospitals and doctors – especially in Greater Minnesota – and increased costs for those with private coverage because health care providers will be forced to shift even more cost to these Minnesotans.
- Would increase instability in the commercial insurance market and threaten the viability of individual and small group markets.

### RECREATIONAL MARIJUANA

#### **Numerous cannabis-related bills ranging from the creation of a task force to study the effects of legalization to outright legalization.**

- House passed some proposals, Senate Judiciary and Public Safety Committee voted legalization down and no recreational provisions were ultimately enacted in 2019.
- Governor Tim Walz, a supporter of legalization, has instructed state agencies work through issues under their jurisdictions that might be involved in legalized recreational cannabis.
- *Community Conversations on Cannabis* forums led by Minnesota House and Senate DFL members discussed support for legalizing recreational marijuana. House Majority Leader Ryan Winkler announced his intention to be the chief author of a bill to be introduced this session.
- In December, the Minnesota Department of Health announced it will add new qualifying conditions for the state's medical cannabis program and the program's two medical cannabis manufacturers will double the number of patient cannabis treatment centers based on legislation passed during the 2019 legislative session.