

DATE: June 25, 2008

PERSL 1407

TO: Human Resources Directors/Designees  
Labor Relations Directors/Designees

FROM: Carolyn Trevis, Assistant State Negotiator  
Labor Relations Division



PHONE: (651) 259-3758

RE: Unpaid Leave for Military Events of Family Member

I am writing to alert you to the provisions of a new state law, effective August 1, 2008, regarding unpaid leave for certain military events.

Minnesota Statutes Section 192.325 provides for the following protections and rights for employees who have family members serving in the military:

- An employer may not discharge or discriminate against an employee because that employee has a spouse, parent or child in the military forces;
- An employer may not discharge, discriminate against or otherwise hinder an employee from taking time off work to attend the following military events of a family member (spouse, child or parent):
  - Departure or return ceremonies for deploying or returning military personnel;
  - Family training or readiness events sponsored or conducted by the military;
  - Events held as part of the official reintegration programs.
- The employee is required to give reasonable notice when requesting time off for such military events, and the employer must provide a reasonable amount of unpaid leave, not to exceed two (2) consecutive days or six (6) days in a calendar year.
- The employer may not compel an employee to use accumulated vacation for these events.

If you have questions, please contact your labor relations representative.

cc: Chad Thuet  
Laurie Hansen