



SF 1379 – Isolation & Quarantine Protections

Employee Protections

Currently, Minnesota’s Isolation & Quarantine statute (Minnesota Statutes, section 144.4196) only protects the employee who is isolated or quarantined from discharge or discipline. A parent/guardian of a child or dependent who is quarantined or isolated is not protected against discharge or discipline, even if they have to stay home with the child or dependent to comply with recommended isolation/quarantine.

For example, if a child is quarantined in their home for 21 days and cannot go to school or any child care, the parent/guardian must stay at home with them. The parent/guardian is not protected from discipline or discharge by an employer and could possibly be fired, demoted or penalized. The changes in SF 1379 ensure that immediate caregivers have some employment protections.

It’s important to note that this change does not provide protection to every parent that simply chooses to stay home with a sick child. Minnesota Statutes, section 144.4196, subdivision 1 states that these protections only apply for employees who comply with isolation or quarantine restrictions because of a commissioner’s directive, an order of a federal quarantine officer, or a written recommendation of the commissioner or the commissioner’s designee that the person enter isolation or quarantine. This is a rare occurrence and we do not expect this change to create an undue burden on employers.