

SENATE
STATE OF MINNESOTA
NINETY-THIRD SESSION

S.F. No. 1384

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Table with 3 columns: DATE, D-PG, OFFICIAL STATUS. Rows include dates from 02/08/2023 to 05/22/2023 and corresponding legislative actions.

1.1 A bill for an act
1.2 relating to state government; modifying labor policy provisions; modifying building
1.3 codes, occupational safety and health, and employment law; amending Minnesota
1.4 Statutes 2022, sections 13.43, subdivision 6; 120A.414, subdivision 2; 122A.181,
1.5 subdivision 5; 122A.26, subdivision 2; 122A.40, subdivision 5; 122A.41,
1.6 subdivision 2; 177.27, subdivision 4; 177.42, subdivision 2; 179A.03, subdivisions
1.7 14, 18; 179A.06, subdivision 6; 179A.07, subdivision 6, by adding subdivisions;
1.8 179A.12, subdivisions 6, 11, by adding a subdivision; 181.03, subdivision 6;
1.9 181.06, subdivision 2; 181.172; 181.275, subdivision 1; 181.932, subdivision 1;
1.10 181.939; 181.940, subdivisions 2, 3; 181.941, subdivision 3; 181.9413; 181.942;
1.11 181.9436; 181.945, subdivision 3; 181.9456, subdivision 3; 181.956, subdivision
1.12 5; 181.964; 182.659, subdivisions 1, 8; 182.66, by adding a subdivision; 182.661,
1.13 by adding a subdivision; 182.676; 326B.093, subdivision 4; 326B.106, by adding
1.14 a subdivision; 326B.163, subdivision 5, by adding a subdivision; 326B.164,
1.15 subdivision 13; 326B.31, subdivision 30; 326B.32, subdivision 1; 326B.36,
1.16 subdivision 7, by adding a subdivision; 326B.805, subdivision 6; 326B.921,
1.17 subdivision 8; 326B.925, subdivision 1; 326B.988; 572B.17; proposing coding
1.18 for new law in Minnesota Statutes, chapters 16A; 181; 327; repealing Minnesota
1.19 Statutes 2022, section 179A.12, subdivision 2.

1.20 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

1.21 Section 1. Minnesota Statutes 2022, section 13.43, subdivision 6, is amended to read:

1.22 Subd. 6. Access by labor organizations. (a) Personnel data ~~may~~ must be disseminated
1.23 to labor organizations to the extent ~~that the responsible authority determines that the~~
1.24 ~~dissemination is necessary to conduct elections, notify employees of fair share fee~~
1.25 ~~assessments, investigate and process grievances,~~ and implement the provisions of chapters
1.26 179 and 179A. Personnel data shall be disseminated to labor organizations and to the Bureau
1.27 of Mediation Services to the extent the dissemination is ordered or authorized by the
1.28 commissioner of the Bureau of Mediation Services. Employee Social Security numbers are
1.29 not necessary to implement the provisions of chapters 179 and 179A.

2.1 (b) Personnel data described under section 179A.07, subdivision 8, must be disseminated  
 2.2 to an exclusive representative under the terms of that subdivision.

2.3 (c) An employer who disseminates personnel data to a labor organization pursuant to  
 2.4 this subdivision shall not be subject to liability under section 13.08. Nothing in this paragraph  
 2.5 shall impair or limit any remedies available under section 325E.61.

2.6 (d) The home addresses, nonemployer issued phone numbers and email addresses, dates  
 2.7 of birth, and emails or other communications between exclusive representatives and their  
 2.8 members, prospective members, and nonmembers are private data on individuals.

2.9 **Sec. 2. [16A.1335] EMPLOYEE SALARIES AND BENEFITS IN EVENT OF STATE**  
 2.10 **GOVERNMENT SHUTDOWN.**

2.11 Subdivision 1. **Definition.** As used in this section, "government shutdown" means that,  
 2.12 as of July 1 of an odd-numbered year, legislation appropriating money for the general  
 2.13 operations of (1) an executive agency, (2) an office or department of the legislature, including  
 2.14 each house of the legislature and the Legislative Coordinating Commission, or (3) a judicial  
 2.15 branch agency or department, including a court, has not been enacted for the biennium  
 2.16 beginning July 1 of that year.

2.17 Subd. 2. **Payment required.** Notwithstanding section 16A.17, subdivision 8, state  
 2.18 employees must be provided payment for lost salary and benefits resulting from their absence  
 2.19 from work during a government shutdown. An employee is eligible for a payment under  
 2.20 this section only upon the employee's return to work.

2.21 Subd. 3. **Appropriation; limitation.** (a) In the event of a government shutdown, the  
 2.22 amount necessary to pay the salary and benefits of employees of any impacted agency,  
 2.23 office, or department is appropriated beginning on that July 1 to that agency, office, or  
 2.24 department. The appropriation is made from the fund or funds from which an appropriation  
 2.25 was made in the previous fiscal year for salary and benefits paid to each affected employee.

2.26 (b) Amounts appropriated under this subdivision may not exceed the amount or amounts  
 2.27 appropriated for general operations of the affected agency, office, or department in the  
 2.28 previous fiscal year.

2.29 Subd. 4. **Certification of amount for employees in the legislative and judicial**  
 2.30 **branches.** By June 25 of an odd-numbered year, if a government shutdown appears  
 2.31 imminent, the director of the Legislative Coordinating Commission, the chief clerk of the  
 2.32 house of representatives, the secretary of the senate, and the chief clerk of the supreme court  
 2.33 must each certify to the commissioner of management and budget the amount needed for

3.1 salaries and benefits for each fiscal year of the next biennium, and the commissioner of  
 3.2 management and budget shall make the certified amount available on July 1 of that year or  
 3.3 on another schedule that permits payment of all salary and benefit obligations required by  
 3.4 this section in a timely manner.

3.5 Subd. 5. **Subsequent appropriations.** A subsequent appropriation to the agency, office,  
 3.6 or department for regular operations for a biennium in which this section has been applied  
 3.7 may only supersede and replace the appropriation provided by subdivision 3 by express  
 3.8 reference to this section.

3.9 Sec. 3. Minnesota Statutes 2022, section 120A.414, subdivision 2, is amended to read:

3.10 Subd. 2. **Plan.** A school board, including the board of a charter school, may adopt an  
 3.11 e-learning day plan after ~~consulting~~ meeting and negotiating with the exclusive representative  
 3.12 of the teachers. ~~A~~ If a charter school's teachers are not represented by an exclusive  
 3.13 representative, the charter school may adopt an e-learning day plan after consulting with  
 3.14 its teachers. The plan must include accommodations for students without Internet access at  
 3.15 home and for digital device access for families without the technology or an insufficient  
 3.16 amount of technology for the number of children in the household. A school's e-learning  
 3.17 day plan must provide accessible options for students with disabilities under chapter 125A.

3.18 Sec. 4. Minnesota Statutes 2022, section 122A.181, subdivision 5, is amended to read:

3.19 Subd. 5. **Limitations on license.** (a) A Tier 1 license is limited to the content matter  
 3.20 indicated on the application for the initial Tier 1 license under subdivision 1, clause (2), and  
 3.21 limited to the district or charter school that requested the initial Tier 1 license.

3.22 (b) A Tier 1 license does not bring an individual within the definition of a teacher for  
 3.23 purposes of section 122A.40, subdivision 1, or 122A.41, subdivision 1, clause (a).

3.24 ~~(c) A Tier 1 license does not bring an individual within the definition of a teacher under~~  
 3.25 ~~section 179A.03, subdivision 18.~~

3.26 Sec. 5. Minnesota Statutes 2022, section 122A.26, subdivision 2, is amended to read:

3.27 Subd. 2. **Exceptions.** (a) A person who teaches in a community education program  
 3.28 ~~which~~ that qualifies for aid pursuant to section 124D.52 shall continue to meet licensure  
 3.29 requirements as a teacher. A person who teaches in an early childhood and family education  
 3.30 program ~~which~~ that is offered through a community education program and which qualifies  
 3.31 for community education aid pursuant to section 124D.20 or early childhood and family  
 3.32 education aid pursuant to section 124D.135 shall continue to meet licensure requirements

4.1 as a teacher. A person who teaches in a community education course ~~which~~ that is offered  
4.2 for credit for graduation to persons under 18 years of age shall continue to meet licensure  
4.3 requirements as a teacher.

4.4 (b) A person who teaches a driver training course ~~which~~ that is offered through a  
4.5 community education program to persons under 18 years of age shall be licensed by the  
4.6 Professional Educator Licensing and Standards Board or be subject to section 171.35. A  
4.7 license ~~which~~ that is required for an instructor in a community education program pursuant  
4.8 to this ~~subdivision~~ paragraph shall not be construed to bring an individual within the  
4.9 definition of a teacher for purposes of section 122A.40, subdivision 1, or 122A.41,  
4.10 subdivision 1, ~~elause~~ paragraph (a).

4.11 **EFFECTIVE DATE.** This section is effective for the 2023-2024 school year and later.

4.12 Sec. 6. Minnesota Statutes 2022, section 122A.40, subdivision 5, is amended to read:

4.13 Subd. 5. **Probationary period.** (a) The first three consecutive years of a teacher's first  
4.14 teaching experience in Minnesota in a single district is deemed to be a probationary period  
4.15 of employment, and, the probationary period in each district in which the teacher is thereafter  
4.16 employed shall be one year. The school board must adopt a plan for written evaluation of  
4.17 teachers during the probationary period that is consistent with subdivision 8. Evaluation  
4.18 must occur at least three times periodically throughout each school year for a teacher  
4.19 performing services during that school year; the first evaluation must occur within the first  
4.20 90 days of teaching service. Days devoted to parent-teacher conferences, teachers' workshops,  
4.21 and other staff development opportunities and days on which a teacher is absent from school  
4.22 must not be included in determining the number of school days on which a teacher performs  
4.23 services. Except as otherwise provided in paragraph (b), during the probationary period any  
4.24 annual contract with any teacher may or may not be renewed as the school board shall see  
4.25 fit. However, the board must give any such teacher whose contract it declines to renew for  
4.26 the following school year written notice to that effect before July 1. If the teacher requests  
4.27 reasons for any nonrenewal of a teaching contract, the board must give the teacher its reason  
4.28 in writing, including a statement that appropriate supervision was furnished describing the  
4.29 nature and the extent of such supervision furnished the teacher during the employment by  
4.30 the board, within ten days after receiving such request. The school board may, after a hearing  
4.31 held upon due notice, discharge a teacher during the probationary period for cause, effective  
4.32 immediately, under section 122A.44.

5.1 (b) A board must discharge a probationary teacher, effective immediately, upon receipt  
 5.2 of notice under section 122A.20, subdivision 1, paragraph (b), that the teacher's license has  
 5.3 been revoked due to a conviction for child abuse or sexual abuse.

5.4 (c) A probationary teacher whose first three years of consecutive employment are  
 5.5 interrupted for active military service and who promptly resumes teaching consistent with  
 5.6 federal reemployment timelines for uniformed service personnel under United States Code,  
 5.7 title 38, section 4312(e), is considered to have a consecutive teaching experience for purposes  
 5.8 of paragraph (a).

5.9 (d) A probationary teacher whose first three years of consecutive employment are  
 5.10 interrupted for maternity, paternity, or medical leave and who resumes teaching within 12  
 5.11 months of when the leave began is considered to have a consecutive teaching experience  
 5.12 for purposes of paragraph (a) if the probationary teacher completes a combined total of  
 5.13 three years of teaching service immediately before and after the leave.

5.14 (e) A probationary teacher must complete at least ~~120~~ 90 days of teaching service each  
 5.15 year during the probationary period. Days devoted to parent-teacher conferences, teachers'  
 5.16 workshops, and other staff development opportunities and days on which a teacher is absent  
 5.17 from school do not count as days of teaching service under this paragraph.

5.18 Sec. 7. Minnesota Statutes 2022, section 122A.41, subdivision 2, is amended to read:

5.19 Subd. 2. **Probationary period; discharge or demotion.** (a) ~~All teachers in the public~~  
 5.20 ~~schools in cities of the first class during the first three years of consecutive employment~~  
 5.21 ~~shall be deemed to be in a probationary period of employment during which period any~~  
 5.22 ~~annual contract with any teacher may, or may not, be renewed as the school board, after~~  
 5.23 ~~consulting with the peer review committee charged with evaluating the probationary teachers~~  
 5.24 ~~under subdivision 3, shall see fit.~~ The first three consecutive years of a teacher's first teaching  
 5.25 experience in Minnesota in a single district is deemed to be a probationary period of  
 5.26 employment, and the probationary period in each district in which the teacher is thereafter  
 5.27 employed shall be one year. The school site management team or the school board if there  
 5.28 is no school site management team, shall adopt a plan for a written evaluation of teachers  
 5.29 during the probationary period according to subdivisions 3 and 5. Evaluation by the peer  
 5.30 review committee charged with evaluating probationary teachers under subdivision 3 shall  
 5.31 occur at least three times periodically throughout each school year for a teacher performing  
 5.32 services during that school year; the first evaluation must occur within the first 90 days of  
 5.33 teaching service. Days devoted to parent-teacher conferences, teachers' workshops, and  
 5.34 other staff development opportunities and days on which a teacher is absent from school

6.1 shall not be included in determining the number of school days on which a teacher performs  
 6.2 services. The school board may, during such probationary period, discharge or demote a  
 6.3 teacher for any of the causes as specified in this code. A written statement of the cause of  
 6.4 such discharge or demotion shall be given to the teacher by the school board at least 30  
 6.5 days before such removal or demotion shall become effective, and the teacher so notified  
 6.6 shall have no right of appeal therefrom.

6.7 (b) A probationary teacher whose first three years of consecutive employment are  
 6.8 interrupted for active military service and who promptly resumes teaching consistent with  
 6.9 federal reemployment timelines for uniformed service personnel under United States Code,  
 6.10 title 38, section 4312(e), is considered to have a consecutive teaching experience for purposes  
 6.11 of paragraph (a).

6.12 (c) A probationary teacher whose first three years of consecutive employment are  
 6.13 interrupted for maternity, paternity, or medical leave and who resumes teaching within 12  
 6.14 months of when the leave began is considered to have a consecutive teaching experience  
 6.15 for purposes of paragraph (a) if the probationary teacher completes a combined total of  
 6.16 three years of teaching service immediately before and after the leave.

6.17 (d) A probationary teacher must complete at least ~~120~~ 90 days of teaching service each  
 6.18 year during the probationary period. Days devoted to parent-teacher conferences, teachers'  
 6.19 workshops, and other staff development opportunities and days on which a teacher is absent  
 6.20 from school do not count as days of teaching service under this paragraph.

6.21 Sec. 8. Minnesota Statutes 2022, section 177.27, subdivision 4, is amended to read:

6.22 Subd. 4. **Compliance orders.** The commissioner may issue an order requiring an  
 6.23 employer to comply with sections 177.21 to 177.435, 181.02, 181.03, 181.031, 181.032,  
 6.24 181.101, 181.11, 181.13, 181.14, 181.145, 181.15, 181.172, paragraph (a) or (d), 181.275,  
 6.25 subdivision 2a, 181.722, 181.79, ~~and~~ 181.939 to 181.943, ~~or~~ 181.991, and with any rule  
 6.26 promulgated under section 177.28. The commissioner shall issue an order requiring an  
 6.27 employer to comply with sections 177.41 to 177.435 if the violation is repeated. For purposes  
 6.28 of this subdivision only, a violation is repeated if at any time during the two years that  
 6.29 preceded the date of violation, the commissioner issued an order to the employer for violation  
 6.30 of sections 177.41 to 177.435 and the order is final or the commissioner and the employer  
 6.31 have entered into a settlement agreement that required the employer to pay back wages that  
 6.32 were required by sections 177.41 to 177.435. The department shall serve the order upon the  
 6.33 employer or the employer's authorized representative in person or by certified mail at the  
 6.34 employer's place of business. An employer who wishes to contest the order must file written

7.1 notice of objection to the order with the commissioner within 15 calendar days after being  
 7.2 served with the order. A contested case proceeding must then be held in accordance with  
 7.3 sections 14.57 to 14.69. If, within 15 calendar days after being served with the order, the  
 7.4 employer fails to file a written notice of objection with the commissioner, the order becomes  
 7.5 a final order of the commissioner.

7.6 **EFFECTIVE DATE.** This section is effective the day following final enactment and  
 7.7 applies to franchise agreements entered into or amended on or after that date.

7.8 Sec. 9. Minnesota Statutes 2022, section 177.42, subdivision 2, is amended to read:

7.9 Subd. 2. **Project.** "Project" means demolition, erection, construction, remodeling, or  
 7.10 repairing of a public building, facility, or other public work financed in whole or part by  
 7.11 state funds. Project also includes demolition, erection, construction, remodeling, or repairing  
 7.12 of a building, facility, or public work when the acquisition of property, predesign, design,  
 7.13 or demolition is financed in whole or part by state funds.

7.14 **EFFECTIVE DATE.** This section is effective the day following final enactment.

7.15 Sec. 10. Minnesota Statutes 2022, section 179A.03, subdivision 14, is amended to read:

7.16 Subd. 14. **Public employee or employee.** (a) "Public employee" or "employee" means  
 7.17 any person appointed or employed by a public employer except:

7.18 (1) elected public officials;

7.19 (2) election officers;

7.20 (3) commissioned or enlisted personnel of the Minnesota National Guard;

7.21 (4) emergency employees who are employed for emergency work caused by natural  
 7.22 disaster;

7.23 (5) part-time employees whose service does not exceed the lesser of 14 hours per week  
 7.24 or 35 percent of the normal work week in the employee's appropriate unit;

7.25 (6) employees whose positions are basically temporary or seasonal in character and: (i)  
 7.26 are not for more than 67 working days in any calendar year; ~~or~~ (ii) are not working for a  
 7.27 Minnesota school district or charter school; or (iii) are not for more than 100 working days  
 7.28 in any calendar year and the employees are under the age of 22, are full-time students  
 7.29 enrolled in a nonprofit or public educational institution prior to being hired by the employer,  
 7.30 and have indicated, either in an application for employment or by being enrolled at an

8.1 educational institution for the next academic year or term, an intention to continue as students  
8.2 during or after their temporary employment;

8.3 (7) employees providing services for not more than two consecutive quarters to the  
8.4 Board of Trustees of the Minnesota State Colleges and Universities under the terms of a  
8.5 professional or technical services contract as defined in section 16C.08, subdivision 1;

8.6 (8) employees of charitable hospitals as defined by section 179.35, subdivision 3, except  
8.7 that employees of charitable hospitals as defined by section 179.35, subdivision 3, are public  
8.8 employees for purposes of sections 179A.051, 179A.052, and 179A.13;

8.9 (9) full-time undergraduate students employed by the school which they attend under a  
8.10 work-study program or in connection with the receipt of financial aid, irrespective of number  
8.11 of hours of service per week;

8.12 (10) an individual who is employed for less than 300 hours in a fiscal year as an instructor  
8.13 in an adult vocational education program;

8.14 ~~(11) an individual hired by the Board of Trustees of the Minnesota State Colleges and~~  
8.15 ~~Universities to teach one course for three or fewer credits for one semester in a year;~~

8.16 ~~(12)~~ (11) with respect to court employees:

8.17 (i) personal secretaries to judges;

8.18 (ii) law clerks;

8.19 (iii) managerial employees;

8.20 (iv) confidential employees; and

8.21 (v) supervisory employees; or

8.22 ~~(13)~~ (12) with respect to employees of Hennepin Healthcare System, Inc., managerial,  
8.23 supervisory, and confidential employees.

8.24 (b) The following individuals are public employees regardless of the exclusions of  
8.25 paragraph (a), clauses (5) and (6) to (7):

8.26 (1) an employee hired by a school district or the Board of Trustees of the Minnesota  
8.27 State Colleges and Universities except at the university established in the Twin Cities  
8.28 metropolitan area under section 136F.10 or for community services or community education  
8.29 instruction offered on a noncredit basis: (i) to replace an absent teacher or faculty member  
8.30 who is a public employee, where the replacement employee is employed more than 30  
8.31 working days as a replacement for that teacher or faculty member; or (ii) to take a teaching



9.1 position created due to increased enrollment, curriculum expansion, courses which are a  
 9.2 part of the curriculum whether offered annually or not, or other appropriate reasons;

9.3 (2) an employee hired for a position under paragraph (a), clause (6), item (i), if that same  
 9.4 position has already been filled under paragraph (a), clause (6), item (i), in the same calendar  
 9.5 year and the cumulative number of days worked in that same position by all employees  
 9.6 exceeds 67 calendar days in that year. For the purpose of this paragraph, "same position"  
 9.7 includes a substantially equivalent position if it is not the same position solely due to a  
 9.8 change in the classification or title of the position; ~~and~~

9.9 (3) an early childhood family education teacher employed by a school district; and

9.10 (4) an individual hired by the Board of Trustees of the Minnesota State Colleges and  
 9.11 Universities as the instructor of record to teach (i) one class for more than three credits in  
 9.12 a fiscal year, or (ii) two or more credit-bearing classes in a fiscal year.

9.13 Sec. 11. Minnesota Statutes 2022, section 179A.03, subdivision 18, is amended to read:

9.14 Subd. 18. **Teacher.** "Teacher" means any public employee other than a superintendent  
 9.15 or assistant superintendent, principal, assistant principal, or a supervisory or confidential  
 9.16 employee, employed by a school district:

9.17 (1) in a position for which the person must be licensed by the Professional Educator  
 9.18 Licensing and Standards Board or the commissioner of education; ~~or~~

9.19 (2) in a position as a physical therapist, occupational therapist, art therapist, music  
 9.20 therapist, or audiologist; or

9.21 (3) in a position creating and delivering instruction to children in a prekindergarten or  
 9.22 early learning program, except that an employee in a bargaining unit certified before January  
 9.23 1, 2023, may remain in a bargaining unit that does not include teachers unless an exclusive  
 9.24 representative files a petition for a unit clarification or to transfer exclusive representative  
 9.25 status.

9.26 **EFFECTIVE DATE.** This section is effective July 1, 2023.

9.27 Sec. 12. Minnesota Statutes 2022, section 179A.06, subdivision 6, is amended to read:

9.28 Subd. 6. ~~Dues checkoff~~ **Payroll deduction, authorization, and remittance.** (a) Public  
 9.29 employees have the right to request and be allowed dues checkoff payroll deduction for the  
 9.30 exclusive representative. ~~In the absence of an exclusive representative, public employees~~  
 9.31 ~~have the right to request and be allowed dues checkoff for the organization of their choice.~~

10.1 and the political fund associated with the exclusive representative and registered pursuant  
10.2 to section 10A.12. A public employer must rely on a certification from any exclusive  
10.3 representative requesting remittance of a deduction that the organization has and will maintain  
10.4 an authorization, signed by the public employee from whose salary or wages the deduction  
10.5 is to be made, which may include an electronic signature by the public employee as defined  
10.6 in section 325L.02, paragraph (h). An exclusive representative making such certification  
10.7 must not be required to provide the public employer a copy of the authorization unless a  
10.8 dispute arises about the existence or terms of the authorization. The exclusive representative  
10.9 must indemnify the public employer for any successful claims made by the employee for  
10.10 unauthorized deductions in reliance on the certification.

10.11 (b) A dues deduction authorization remains in effect until the employer receives notice  
10.12 from the exclusive representative that a public employee has changed or canceled their  
10.13 authorization in writing in accordance with the terms of the original authorizing document,  
10.14 and a public employer must rely on information from the exclusive representative receiving  
10.15 remittance of the deduction regarding whether the deductions have been properly changed  
10.16 or canceled. The exclusive representative must indemnify the public employer, including  
10.17 any reasonable attorney fees and litigation costs, for any successful claims made by the  
10.18 employee for unauthorized deductions made in reliance on such information.

10.19 (c) Deduction authorization under this section is independent from the public employee's  
10.20 membership status in the organization to which payment is remitted and is effective regardless  
10.21 of whether a collective bargaining agreement authorizes the deduction.

10.22 (d) Employers must commence deductions within 30 days of notice of authorization  
10.23 from the exclusive representative and must remit the deductions to the exclusive  
10.24 representative within 30 days of the deduction. The failure of an employer to comply with  
10.25 the provisions of this paragraph shall be an unfair labor practice under section 179A.13, the  
10.26 relief for which shall be reimbursement by the employer of deductions that should have  
10.27 been made or remitted based on a valid authorization given by the employee or employees.

10.28 (e) In the absence of an exclusive representative, public employees have the right to  
10.29 request and be allowed payroll deduction for the organization of their choice.

10.30 (f) Any dispute under this subdivision must be resolved through an unfair labor practice  
10.31 proceeding under section 179A.13.

11.1 Sec. 13. Minnesota Statutes 2022, section 179A.07, subdivision 6, is amended to read:

11.2 Subd. 6. **Time off.** A public employer must afford reasonable time off to elected officers  
 11.3 or appointed representatives of the exclusive representative to conduct the duties of the  
 11.4 exclusive representative and must, upon request, provide for leaves of absence to elected  
 11.5 or appointed officials of the exclusive representative, to elected or appointed officials of an  
 11.6 affiliate of an exclusive representative, or to a full-time appointed official of an exclusive  
 11.7 representative of teachers in another Minnesota school district.

11.8 Sec. 14. Minnesota Statutes 2022, section 179A.07, is amended by adding a subdivision  
 11.9 to read:

11.10 Subd. 8. **Bargaining unit information.** (a) Within 20 calendar days from the date of  
 11.11 hire of a bargaining unit employee, a public employer must provide the following contact  
 11.12 information to an exclusive representative in an Excel file format or other format agreed to  
 11.13 by the exclusive representative: name; job title; worksite location, including location within  
 11.14 a facility when appropriate; home address; work telephone number; home and personal cell  
 11.15 phone numbers on file with the public employer; date of hire; and work email address and  
 11.16 personal email address on file with the public employer.

11.17 (b) Every 120 calendar days beginning on January 1, 2024, a public employer must  
 11.18 provide to an exclusive representative in an Excel file or similar format agreed to by the  
 11.19 exclusive representative the following information for all bargaining unit employees: name;  
 11.20 job title; worksite location, including location within a facility when appropriate; home  
 11.21 address; work telephone number; home and personal cell phone numbers on file with the  
 11.22 public employer; date of hire; and work email address and personal email address on file  
 11.23 with the public employer.

11.24 (c) A public employer must notify an exclusive representative within 20 calendar days  
 11.25 of the separation of employment or transfer out of the bargaining unit of a bargaining unit  
 11.26 employee.

11.27 Sec. 15. Minnesota Statutes 2022, section 179A.07, is amended by adding a subdivision  
 11.28 to read:

11.29 Subd. 9. **Access.** (a) A public employer must allow an exclusive representative to meet  
 11.30 in person with newly hired employees, without charge to the pay or leave time of the  
 11.31 employees, for 30 minutes, within 30 calendar days from the date of hire, during new  
 11.32 employee orientations or, if the employer does not conduct new employee orientations, at  
 11.33 individual or group meetings. An exclusive representative shall receive no less than ten

12.1 days' notice in advance of an orientation, except that a shorter notice may be provided where  
 12.2 there is an urgent need critical to the operations of the public employer that was not  
 12.3 reasonably foreseeable. Notice of and attendance at new employee orientations and other  
 12.4 meetings under this paragraph must be limited to the public employer, the employees, the  
 12.5 exclusive representative, and any vendor contracted to provide a service for purposes of the  
 12.6 meeting. Meetings may be held virtually or for longer than 30 minutes only by mutual  
 12.7 agreement of the public employer and exclusive representative.

12.8 (b) A public employer must allow an exclusive representative to communicate with  
 12.9 bargaining unit members using their employer-issued email addresses regarding collective  
 12.10 bargaining, the administration of collective bargaining agreements, the investigation of  
 12.11 grievances, other workplace-related complaints and issues, and internal matters involving  
 12.12 the governance or business of the exclusive representative, consistent with the employer's  
 12.13 generally applicable technology use policies.

12.14 (c) A public employer must allow an exclusive representative to meet with bargaining  
 12.15 unit members in facilities owned or leased by the public employer regarding collective  
 12.16 bargaining, the administration of collective bargaining agreements, grievances and other  
 12.17 workplace-related complaints and issues, and internal matters involving the governance or  
 12.18 business of the exclusive representative, provided the use does not interfere with  
 12.19 governmental operations and the exclusive representative complies with worksite security  
 12.20 protocols established by the public employer. Meetings conducted in government buildings  
 12.21 pursuant to this paragraph must not be for the purpose of supporting or opposing any  
 12.22 candidate for partisan political office or for the purpose of distributing literature or  
 12.23 information regarding partisan elections. An exclusive representative conducting a meeting  
 12.24 in a government building or other government facility pursuant to this subdivision may be  
 12.25 charged for maintenance, security, and other costs related to the use of the government  
 12.26 building or facility that would not otherwise be incurred by the government entity.

12.27 Sec. 16. Minnesota Statutes 2022, section 179A.12, is amended by adding a subdivision  
 12.28 to read:

12.29 Subd. 2a. **Majority verification procedure.** (a) Notwithstanding any other provision  
 12.30 of this section, an employee organization may file a petition with the commissioner requesting  
 12.31 certification as the exclusive representative of an appropriate unit based on a verification  
 12.32 that over 50 percent of the employees in the proposed appropriate unit wish to be represented  
 12.33 by the petitioner. The commissioner shall require dated representation authorization

13.1 signatures of affected employees as verification of the employee organization's claim of  
 13.2 majority status.

13.3 (b) Upon receipt of an employee organization's petition, accompanied by employee  
 13.4 authorization signatures under this subdivision, the commissioner shall investigate the  
 13.5 petition. If the commissioner determines that over 50 percent of the employees in an  
 13.6 appropriate unit have provided authorization signatures designating the employee  
 13.7 organization specified in the petition as their exclusive representative, the commissioner  
 13.8 shall not order an election but shall certify the employee organization.

13.9 Sec. 17. Minnesota Statutes 2022, section 179A.12, subdivision 6, is amended to read:

13.10 Subd. 6. **Authorization signatures.** In determining the numerical status of an employee  
 13.11 organization for purposes of this section, the commissioner shall require dated representation  
 13.12 authorization signatures of affected employees as verification of the statements contained  
 13.13 in the joint request or petitions. These authorization signatures shall be privileged and  
 13.14 confidential information available to the commissioner only. Electronic signatures, as defined  
 13.15 in section 325L.02, paragraph (h), shall be valid as authorization signatures. Authorization  
 13.16 signatures shall be valid for a period of one year following the date of signature.

13.17 Sec. 18. Minnesota Statutes 2022, section 179A.12, subdivision 11, is amended to read:

13.18 Subd. 11. **Unfair labor practices.** If the commissioner finds that an unfair labor practice  
 13.19 was committed by an employer or representative candidate or an employee or group of  
 13.20 employees, and that the unfair labor practice affected the result of an election or majority  
 13.21 verification procedure pursuant to subdivision 2a, or that procedural or other irregularities  
 13.22 in the conduct of the election or majority verification procedure may have substantially  
 13.23 affected its results, the commissioner may void the ~~election~~ result and order a new election  
 13.24 or majority verification procedure.

13.25 Sec. 19. Minnesota Statutes 2022, section 181.03, subdivision 6, is amended to read:

13.26 Subd. 6. **Retaliation.** An employer ~~must~~ shall not discharge, discipline, penalize, interfere  
 13.27 with, threaten, restrain, coerce, or otherwise retaliate or discriminate against an employee  
 13.28 for asserting rights or remedies under this section, sections 177.21 to 177.44, 181.01 to  
 13.29 181.723, or 181.79, including, but not limited to, filing a complaint with the department or  
 13.30 telling the employer of the employee's intention to file a complaint. In addition to any other  
 13.31 remedies provided by law, an employer who violates this subdivision is liable for a civil  
 13.32 penalty of not less than \$700 nor more than \$3,000 per violation.

14.1 **EFFECTIVE DATE.** This section is effective July 1, 2023.

14.2 Sec. 20. Minnesota Statutes 2022, section 181.06, subdivision 2, is amended to read:

14.3 Subd. 2. **Payroll deductions.** A written contract may be entered into between an employer  
14.4 and an employee wherein the employee authorizes the employer to make payroll deductions  
14.5 for the purpose of paying union dues, premiums of any life insurance, hospitalization and  
14.6 surgical insurance, group accident and health insurance, group term life insurance, group  
14.7 annuities or contributions to credit unions or a community chest fund, a local arts council,  
14.8 a local science council or a local arts and science council, or Minnesota benefit association,  
14.9 a federally or state registered political action committee, membership dues of a relief  
14.10 association governed by sections 424A.091 to 424A.096 or Laws 2013, chapter 111, article  
14.11 5, sections 31 to 42, contributions to a nonprofit organization that is tax exempt under section  
14.12 501(c) of the Internal Revenue Code, or participation in any employee stock purchase plan  
14.13 or savings plan for periods longer than 60 days, including gopher state bonds established  
14.14 under section 16A.645. An employer must make payroll deductions to an organization under  
14.15 this subdivision when requested by five or more employees.

14.16 **EFFECTIVE DATE.** This section is effective July 1, 2023.

14.17 Sec. 21. Minnesota Statutes 2022, section 181.172, is amended to read:

14.18 **181.172 WAGE DISCLOSURE PROTECTION.**

14.19 (a) An employer shall not:

14.20 (1) require nondisclosure by an employee of his or her wages as a condition of  
14.21 employment;

14.22 (2) require an employee to sign a waiver or other document which purports to deny an  
14.23 employee the right to disclose the employee's wages; or

14.24 (3) take any adverse employment action against an employee for disclosing the employee's  
14.25 own wages or discussing another employee's wages which have been disclosed voluntarily.

14.26 (b) Nothing in this section shall be construed to:

14.27 (1) create an obligation on any employer or employee to disclose wages;

14.28 (2) permit an employee, without the written consent of the employer, to disclose  
14.29 proprietary information, trade secret information, or information that is otherwise subject  
14.30 to a legal privilege or protected by law;

15.1 (3) diminish any existing rights under the National Labor Relations Act under United  
15.2 States Code, title 29; or

15.3 (4) permit the employee to disclose wage information of other employees to a competitor  
15.4 of their employer.

15.5 (c) An employer that provides an employee handbook to its employees must include in  
15.6 the handbook notice of employee rights and remedies under this section.

15.7 (d) An employer ~~may~~ shall not discharge, discipline, penalize, interfere with, threaten,  
15.8 restrain, coerce, or otherwise retaliate or discriminate against an employee for asserting  
15.9 rights or remedies under this section.

15.10 (e) An employee may bring a civil action against an employer for a violation of paragraph  
15.11 (a) or (d). If a court finds that an employer has violated paragraph (a) or (d), the court may  
15.12 order reinstatement, back pay, restoration of lost service credit, if appropriate, and the  
15.13 expungement of any related adverse records of an employee who was the subject of the  
15.14 violation.

15.15 **EFFECTIVE DATE.** This section is effective July 1, 2023.

15.16 Sec. 22. Minnesota Statutes 2022, section 181.275, subdivision 1, is amended to read:

15.17 Subdivision 1. **Definitions.** For purposes of this section, the following terms have the  
15.18 meanings given them:

15.19 (1) "emergency" means a period when replacement staff are not able to report for duty  
15.20 for the next shift or increased patient need, because of unusual, unpredictable, or unforeseen  
15.21 circumstances such as, but not limited to, an act of terrorism, a disease outbreak, adverse  
15.22 weather conditions, or natural disasters which impact continuity of patient care;

15.23 (2) "normal work period" means 12 or fewer consecutive hours consistent with a  
15.24 predetermined work shift;

15.25 (3) "nurse" has the meaning given in section 148.171, subdivision 9, and includes nurses  
15.26 employed by the state of Minnesota; and

15.27 (4) "taking action against" means discharging; disciplining; penalizing; interfering with;  
15.28 threatening; restraining; coercing; reporting to the Board of Nursing; or otherwise retaliating  
15.29 or discriminating against; ~~or penalizing~~ regarding compensation, terms, conditions, location,  
15.30 or privileges of employment.

15.31 **EFFECTIVE DATE.** This section is effective July 1, 2023.

16.1 Sec. 23. [181.531] EMPLOYER-SPONSORED MEETINGS OR COMMUNICATION.

16.2 Subdivision 1. Prohibition. An employer or the employer's agent, representative, or  
 16.3 designee must not discharge, discipline, or otherwise penalize or threaten to discharge,  
 16.4 discipline, or otherwise penalize or take any adverse employment action against an employee:

16.5 (1) because the employee declines to attend or participate in an employer-sponsored  
 16.6 meeting or declines to receive or listen to communications from the employer or the agent,  
 16.7 representative, or designee of the employer if the meeting or communication is to  
 16.8 communicate the opinion of the employer about religious or political matters;

16.9 (2) as a means of inducing an employee to attend or participate in meetings or receive  
 16.10 or listen to communications described in clause (1); or

16.11 (3) because the employee, or a person acting on behalf of the employee, makes a  
 16.12 good-faith report, orally or in writing, of a violation or a suspected violation of this section.

16.13 Subd. 2. Remedies. An aggrieved employee may bring a civil action to enforce this  
 16.14 section no later than 90 days after the date of the alleged violation in the district court where  
 16.15 the violation is alleged to have occurred or where the principal office of the employer is  
 16.16 located. The court may award a prevailing employee all appropriate relief, including  
 16.17 injunctive relief, reinstatement to the employee's former position or an equivalent position,  
 16.18 back pay and reestablishment of any employee benefits, including seniority, to which the  
 16.19 employee would otherwise have been eligible if the violation had not occurred and any  
 16.20 other appropriate relief as deemed necessary by the court to make the employee whole. The  
 16.21 court shall award a prevailing employee reasonable attorney fees and costs.

16.22 Subd. 3. Notice. Within 30 days of the effective date of this section, an employer subject  
 16.23 to this section shall post and keep posted, a notice of employee rights under this section  
 16.24 where employee notices are customarily placed.

16.25 Subd. 4. Scope. This section does not:

16.26 (1) prohibit communications of information that the employer is required by law to  
 16.27 communicate, but only to the extent of the lawful requirement;

16.28 (2) limit the rights of an employer or its agent, representative, or designee to conduct  
 16.29 meetings involving religious or political matters so long as attendance is wholly voluntary  
 16.30 or to engage in communications so long as receipt or listening is wholly voluntary; or

16.31 (3) limit the rights of an employer or its agent, representative, or designee from  
 16.32 communicating to its employees any information, or requiring employee attendance at



17.1 meetings and other events, that is necessary for the employees to perform their lawfully  
 17.2 required job duties.

17.3 Subd. 5. **Definitions.** For the purposes of this section:

17.4 (1) "political matters" means matters relating to elections for political office, political  
 17.5 parties, proposals to change legislation, proposals to change regulations, proposals to change  
 17.6 public policy, and the decision to join or support any political party or political, civic,  
 17.7 community, fraternal, or labor organization; and

17.8 (2) "religious matters" means matters relating to religious belief, affiliation, and practice  
 17.9 and the decision to join or support any religious organization or association.

17.10 **EFFECTIVE DATE.** This section is effective August 1, 2023, and applies to causes  
 17.11 of action accruing on or after that date.

17.12 Sec. 24. Minnesota Statutes 2022, section 181.932, subdivision 1, is amended to read:

17.13 Subdivision 1. **Prohibited action.** An employer shall not discharge, discipline, penalize,  
 17.14 interfere with, threaten, restrain, coerce, or otherwise retaliate or discriminate against, ~~or~~  
 17.15 ~~penalize~~ an employee regarding the employee's compensation, terms, conditions, location,  
 17.16 or privileges of employment because:

17.17 (1) the employee, or a person acting on behalf of an employee, in good faith, reports a  
 17.18 violation, suspected violation, or planned violation of any federal or state law or common  
 17.19 law or rule adopted pursuant to law to an employer or to any governmental body or law  
 17.20 enforcement official;

17.21 (2) the employee is requested by a public body or office to participate in an investigation,  
 17.22 hearing, inquiry;

17.23 (3) the employee refuses an employer's order to perform an action that the employee  
 17.24 has an objective basis in fact to believe violates any state or federal law or rule or regulation  
 17.25 adopted pursuant to law, and the employee informs the employer that the order is being  
 17.26 refused for that reason;

17.27 (4) the employee, in good faith, reports a situation in which the quality of health care  
 17.28 services provided by a health care facility, organization, or health care provider violates a  
 17.29 standard established by federal or state law or a professionally recognized national clinical  
 17.30 or ethical standard and potentially places the public at risk of harm;

18.1 (5) a public employee communicates the findings of a scientific or technical study that  
 18.2 the employee, in good faith, believes to be truthful and accurate, including reports to a  
 18.3 governmental body or law enforcement official; or

18.4 (6) an employee in the classified service of state government communicates information  
 18.5 that the employee, in good faith, believes to be truthful and accurate, and that relates to state  
 18.6 services, including the financing of state services, to:

18.7 (i) a legislator or the legislative auditor; or

18.8 (ii) a constitutional officer.

18.9 The disclosures protected pursuant to this section do not authorize the disclosure of data  
 18.10 otherwise protected by law.

18.11 **EFFECTIVE DATE.** This section is effective July 1, 2023.

18.12 Sec. 25. Minnesota Statutes 2022, section 181.939, is amended to read:

18.13 **181.939 NURSING MOTHERS, LACTATING EMPLOYEES, AND PREGNANCY**  
 18.14 **ACCOMMODATIONS.**

18.15 Subdivision 1. **Nursing mothers and lactating employees.** (a) An employer must  
 18.16 provide reasonable break times each day to an employee who needs to express breast milk  
 18.17 ~~for her infant child during the twelve months following the birth of the child.~~ The break  
 18.18 times ~~must, if possible,~~ may run concurrently with any break times already provided to the  
 18.19 employee. ~~An employer is not required to provide break times under this section if to do so~~  
 18.20 ~~would unduly disrupt the operations of the employer.~~ An employer shall not reduce an  
 18.21 employee's compensation for time used for the purpose of expressing milk.

18.22 (b) The employer must make reasonable efforts to provide a clean, private, and secure  
 18.23 room or other location, in close proximity to the work area, other than a bathroom or a toilet  
 18.24 stall, that is shielded from view and free from intrusion from coworkers and the public and  
 18.25 that includes access to an electrical outlet, where the employee can express milk in privacy.  
 18.26 The employer would be held harmless if reasonable effort has been made.

18.27 (c) For the purposes of this subdivision, "employer" means a person or entity that employs  
 18.28 one or more employees and includes the state and its political subdivisions.

18.29 (d) An employer shall not discharge, discipline, penalize, interfere with, threaten, restrain,  
 18.30 coerce, or otherwise retaliate or discriminate against an employee for asserting rights or  
 18.31 remedies under this subdivision.

19.1 Subd. 2. **Pregnancy accommodations.** (a) An employer must provide reasonable  
19.2 accommodations to an employee for health conditions related to pregnancy or childbirth  
19.3 upon request, with the advice of a licensed health care provider or certified doula, unless  
19.4 the employer demonstrates that the accommodation would impose an undue hardship on  
19.5 the operation of the employer's business. A pregnant employee shall not be required to  
19.6 obtain the advice of a licensed health care provider or certified doula, nor may an employer  
19.7 claim undue hardship for the following accommodations: (1) more frequent or longer  
19.8 restroom, food, and water breaks; (2) seating; and (3) limits on lifting over 20 pounds. The  
19.9 employee and employer shall engage in an interactive process with respect to an employee's  
19.10 request for a reasonable accommodation. Reasonable accommodation may include but is  
19.11 not limited to temporary transfer to a less strenuous or hazardous position, temporary leave  
19.12 of absence, modification in work schedule or job assignments, seating, more frequent  
19.13 restroom breaks or longer break periods, and limits to heavy lifting. Notwithstanding any  
19.14 other provision of this subdivision, an employer shall not be required to create a new or  
19.15 additional position in order to accommodate an employee pursuant to this subdivision and  
19.16 shall not be required to discharge an employee, transfer another employee with greater  
19.17 seniority, or promote an employee.

19.18 (b) Nothing in this subdivision shall be construed to affect any other provision of law  
19.19 relating to sex discrimination or pregnancy or in any way diminish the coverage of pregnancy,  
19.20 childbirth, or health conditions related to pregnancy or childbirth under any other provisions  
19.21 of any other law.

19.22 (c) An employer shall not require an employee to take a leave or accept an  
19.23 accommodation.

19.24 (d) An employer shall not discharge, discipline, penalize, interfere with, threaten, restrain,  
19.25 coerce, or otherwise retaliate or discriminate against an employee for asserting rights or  
19.26 remedies under this subdivision.

19.27 (e) For the purposes of this subdivision, "employer" means a person or entity that employs  
19.28 ~~fifteen~~ one or more employees and includes the state and its political subdivisions.

19.29 Subd. 3. **Notice to employees.** An employer shall inform employees of their rights under  
19.30 this section at the time of hire and when an employee makes an inquiry about or requests  
19.31 parental leave. Information must be provided in English and the primary language of the  
19.32 employee as identified by the employee. An employer that provides an employee handbook  
19.33 to its employees must include in the handbook notice of employee rights and remedies under  
19.34 this section. The commissioner shall make available to employers the text to be included

20.1 in the notice required by this section in English and the five most common languages spoken  
 20.2 in Minnesota.

20.3 **EFFECTIVE DATE.** This section is effective July 1, 2023.

20.4 Sec. 26. Minnesota Statutes 2022, section 181.940, subdivision 2, is amended to read:

20.5 Subd. 2. **Employee.** "Employee" means a person who performs services for hire for an  
 20.6 employer from whom a leave is requested under sections 181.940 to 181.944 ~~for:~~

20.7 ~~(1) at least 12 months preceding the request; and~~

20.8 ~~(2) for an average number of hours per week equal to one-half the full-time equivalent~~  
 20.9 ~~position in the employee's job classification as defined by the employer's personnel policies~~  
 20.10 ~~or practices or pursuant to the provisions of a collective bargaining agreement, during the~~  
 20.11 ~~12-month period immediately preceding the leave.~~

20.12 Employee includes all individuals employed ~~at any site owned or operated~~ by the  
 20.13 employer but does not include an independent contractor.

20.14 **EFFECTIVE DATE.** This section is effective July 1, 2023.

20.15 Sec. 27. Minnesota Statutes 2022, section 181.940, subdivision 3, is amended to read:

20.16 Subd. 3. **Employer.** "Employer" means a person or entity that employs ~~21~~ one or more  
 20.17 employees ~~at at least one site, except that, for purposes of the school leave allowed under~~  
 20.18 ~~section 181.9412, employer means a person or entity that employs one or more employees~~  
 20.19 ~~in Minnesota. The term~~ and includes an individual, corporation, partnership, association,  
 20.20 business, trust, nonprofit organization, group of persons, state, county, town, city, school  
 20.21 district, or other governmental subdivision.

20.22 **EFFECTIVE DATE.** This section is effective July 1, 2023.

20.23 Sec. 28. Minnesota Statutes 2022, section 181.941, subdivision 3, is amended to read:

20.24 Subd. 3. **No employer retribution.** An employer shall not discharge, discipline, penalize,  
 20.25 interfere with, threaten, restrain, coerce, or otherwise retaliate or discriminate against an  
 20.26 employee for requesting or obtaining a leave of absence as provided by this section.

20.27 **EFFECTIVE DATE.** This section is effective July 1, 2023.

21.1 Sec. 29. Minnesota Statutes 2022, section 181.9413, is amended to read:

21.2 **181.9413 SICK LEAVE BENEFITS; CARE OF RELATIVES.**

21.3 (a) An employee may use personal sick leave benefits provided by the employer for  
21.4 absences due to an illness of or injury to the employee's child, as defined in section 181.940,  
21.5 subdivision 4, adult child, spouse, sibling, parent, mother-in-law, father-in-law, grandchild,  
21.6 grandparent, or stepparent, for reasonable periods of time as the employee's attendance may  
21.7 be necessary, on the same terms upon which the employee is able to use sick leave benefits  
21.8 for the employee's own illness or injury. This section applies only to personal sick leave  
21.9 benefits payable to the employee from the employer's general assets.

21.10 (b) An employee may use sick leave as allowed under this section for safety leave,  
21.11 whether or not the employee's employer allows use of sick leave for that purpose for such  
21.12 reasonable periods of time as may be necessary. Safety leave may be used for assistance to  
21.13 the employee or assistance to the relatives described in paragraph (a). For the purpose of  
21.14 this section, "safety leave" is leave for the purpose of providing or receiving assistance  
21.15 because of sexual assault, domestic abuse, or harassment or stalking. For the purpose of  
21.16 this paragraph:

21.17 (1) "domestic abuse" has the meaning given in section 518B.01;

21.18 (2) "sexual assault" means an act that constitutes a violation under sections 609.342 to  
21.19 609.3453 or 609.352; and

21.20 (3) "harass" and "stalking" have the meanings given in section 609.749.

21.21 (c) An employer may limit the use of safety leave as described in paragraph (b) or  
21.22 personal sick leave benefits provided by the employer for absences due to an illness of or  
21.23 injury to the employee's adult child, spouse, sibling, parent, mother-in-law, father-in-law,  
21.24 grandchild, grandparent, or stepparent to no less than 160 hours in any 12-month period.  
21.25 This paragraph does not apply to absences due to the illness or injury of a child, as defined  
21.26 in section 181.940, subdivision 4.

21.27 (d) For purposes of this section, "personal sick leave benefits" means time accrued and  
21.28 available to an employee to be used as a result of absence from work due to personal illness  
21.29 or injury, but does not include short-term or long-term disability or other salary continuation  
21.30 benefits.

21.31 (e) For the purpose of this section, "child" includes a stepchild and a biological, adopted,  
21.32 and foster child.

22.1 (f) For the purpose of this section, "grandchild" includes a step-grandchild, and a  
 22.2 biological, adopted, and foster grandchild.

22.3 (g) This section does not prevent an employer from providing greater sick leave benefits  
 22.4 than are provided for under this section.

22.5 (h) An employer shall not discharge, discipline, penalize, interfere with, threaten, restrain,  
 22.6 coerce, or otherwise retaliate or discriminate against an employee for requesting or obtaining  
 22.7 a leave of absence under this section.

22.8 **EFFECTIVE DATE.** This section is effective July 1, 2023.

22.9 Sec. 30. Minnesota Statutes 2022, section 181.942, is amended to read:

22.10 **181.942 REINSTATEMENT AFTER LEAVE.**

22.11 Subdivision 1. **Comparable position.** (a) An employee returning from a leave of absence  
 22.12 under section 181.939 or 181.941 is entitled to return to employment in the employee's  
 22.13 former position or in a position of comparable duties, number of hours, and pay. An employee  
 22.14 returning from a leave of absence longer than one month must notify a supervisor at least  
 22.15 two weeks prior to return from leave. An employee returning from a leave under section  
 22.16 181.9412 or 181.9413 is entitled to return to employment in the employee's former position.

22.17 (b) If, during a leave under sections ~~181.940~~ 181.939 to 181.944, the employer  
 22.18 experiences a layoff and the employee would have lost a position had the employee not  
 22.19 been on leave, pursuant to the good faith operation of a bona fide layoff and recall system,  
 22.20 including a system under a collective bargaining agreement, the employee is not entitled to  
 22.21 reinstatement in the former or comparable position. In such circumstances, the employee  
 22.22 retains all rights under the layoff and recall system, including a system under a collective  
 22.23 bargaining agreement, as if the employee had not taken the leave.

22.24 Subd. 2. **Pay; benefits; on return.** An employee returning from a leave of absence  
 22.25 under sections ~~181.940~~ 181.939 to 181.944 is entitled to return to employment at the same  
 22.26 rate of pay the employee had been receiving when the leave commenced, plus any automatic  
 22.27 adjustments in the employee's pay scale that occurred during leave period. The employee  
 22.28 returning from a leave is entitled to retain all accrued preleave benefits of employment and  
 22.29 seniority, as if there had been no interruption in service; provided that nothing in sections  
 22.30 ~~181.940~~ 181.939 to 181.944 prevents the accrual of benefits or seniority during the leave  
 22.31 pursuant to a collective bargaining or other agreement between the employer and employees.

23.1 Subd. 3. **Part-time return.** An employee, by agreement with the employer, may return  
23.2 to work part time during the leave period without forfeiting the right to return to employment  
23.3 at the end of the leave period, as provided in sections ~~181.940~~ 181.939 to 181.944.

23.4 **EFFECTIVE DATE.** This section is effective July 1, 2023.

23.5 Sec. 31. Minnesota Statutes 2022, section 181.9436, is amended to read:

23.6 **181.9436 POSTING OF LAW.**

23.7 The Division of Labor Standards and Apprenticeship shall develop, with the assistance  
23.8 of interested business and community organizations, an educational poster stating employees'  
23.9 rights under sections ~~181.940~~ 181.939 to 181.9436. The department shall make the poster  
23.10 available, upon request, to employers for posting on the employer's premises.

23.11 **EFFECTIVE DATE.** This section is effective July 1, 2023.

23.12 Sec. 32. Minnesota Statutes 2022, section 181.945, subdivision 3, is amended to read:

23.13 Subd. 3. **No employer sanctions.** An employer shall not discharge, discipline, penalize,  
23.14 interfere with, threaten, restrain, coerce, or otherwise retaliate or discriminate against an  
23.15 employee for requesting or obtaining a leave of absence as provided by this section.

23.16 **EFFECTIVE DATE.** This section is effective July 1, 2023.

23.17 Sec. 33. Minnesota Statutes 2022, section 181.9456, subdivision 3, is amended to read:

23.18 Subd. 3. **No employer sanctions.** An employer shall not discharge, discipline, penalize,  
23.19 interfere with, threaten, restrain, coerce, or otherwise retaliate or discriminate against an  
23.20 employee for requesting or obtaining a leave of absence as provided by this section.

23.21 **EFFECTIVE DATE.** This section is effective July 1, 2023.

23.22 Sec. 34. Minnesota Statutes 2022, section 181.956, subdivision 5, is amended to read:

23.23 Subd. 5. **Retaliation prohibited.** An employer ~~may~~ shall not discharge, discipline,  
23.24 penalize, interfere with, threaten, restrain, coerce, or otherwise retaliate or discriminate  
23.25 against an employee for asserting rights and remedies provided in sections 181.950 to  
23.26 181.954.

23.27 **EFFECTIVE DATE.** This section is effective July 1, 2023.

24.1 Sec. 35. Minnesota Statutes 2022, section 181.964, is amended to read:

24.2 **181.964 RETALIATION PROHIBITED.**

24.3 An employer ~~may~~ shall not discharge, discipline, penalize, interfere with, threaten,  
24.4 restrain, coerce, or otherwise retaliate or discriminate against an employee for asserting  
24.5 rights or remedies provided in sections 181.960 to 181.965.

24.6 **EFFECTIVE DATE.** This section is effective July 1, 2023.

24.7 Sec. 36. **[181.991] RESTRICTIVE FRANCHISE AGREEMENTS PROHIBITED.**

24.8 **Subdivision 1. Definitions.** (a) For purposes of this section, the following terms have  
24.9 the meanings given them.

24.10 (b) "Employee" means an individual employed by an employer and includes independent  
24.11 contractors.

24.12 (c) "Employer" has the meaning given in section 177.23, subdivision 6.

24.13 (d) "Franchise," "franchisee," and "franchisor" have the meanings given in section  
24.14 80C.01, subdivisions 4 to 6.

24.15 **Subd. 2. Prohibition on restrictive franchise agreements.** (a) No franchisor may  
24.16 restrict, restrain, or prohibit in any way a franchisee from soliciting or hiring an employee  
24.17 of a franchisee of the same franchisor.

24.18 (b) No franchisor may restrict, restrain, or prohibit in any way a franchisee from soliciting  
24.19 or hiring an employee of the franchisor.

24.20 (c) Any provision of an existing contract that violates paragraph (a) or (b) is void and  
24.21 unenforceable. When a provision in an existing contract violates this section, the franchisee  
24.22 must provide notice to their employees of this law.

24.23 **Subd. 3. Franchise agreement amendment.** Notwithstanding any law to the contrary,  
24.24 no later than one year from the effective date of this section, franchisors shall:

24.25 (1) amend existing franchise agreements to remove any restrictive employment provision  
24.26 that violates subdivision 2; or

24.27 (2) sign a memorandum of understanding with each franchisee that provides that any  
24.28 contract provisions that violate subdivision 2 in any way are void and unenforceable, and  
24.29 provides notice to the franchisee of their rights and obligations under this section.

24.30 **EFFECTIVE DATE.** This section is effective the day following final enactment.



25.1 Sec. 37. Minnesota Statutes 2022, section 182.659, subdivision 1, is amended to read:

25.2 Subdivision 1. **Authority to inspect.** In order to carry out the purposes of this chapter,  
25.3 the commissioner, upon presenting appropriate credentials to the owner, operator, or agent  
25.4 in charge, is authorized to enter without delay and at reasonable times any place of  
25.5 employment; and to inspect and investigate during regular working hours and at other  
25.6 reasonable times, and within reasonable limits and in a reasonable manner, any such place  
25.7 of employment and all pertinent conditions, structures, machines, apparatus, devices,  
25.8 equipment, and materials therein, and to question privately any such employer, owner,  
25.9 operator, agent or employee. An employer or its representatives, including but not limited  
25.10 to its management, attorneys, or consultants, may not be present for any employee interview.

25.11 Sec. 38. Minnesota Statutes 2022, section 182.659, subdivision 8, is amended to read:

25.12 Subd. 8. **Protection from subpoena; data.** Neither the commissioner nor any current  
25.13 or former employee of the department, ~~including those employees of the Department of~~  
25.14 ~~Health providing services to the Department of Labor and Industry, pursuant to section~~  
25.15 ~~182.67, subdivision 1,~~ is subject to subpoena for purposes of inquiry into any occupational  
25.16 safety and health inspection except in enforcement proceedings brought under this chapter.  
25.17 Data that identify individuals who provide data to the department as part of an investigation  
25.18 conducted under this chapter shall be private.

25.19 Sec. 39. Minnesota Statutes 2022, section 182.66, is amended by adding a subdivision to  
25.20 read:

25.21 Subd. 4. **Classification of citation data.** Notwithstanding section 13.39, subdivision 2,  
25.22 the data in a written citation is classified as public data 20 days after the employer has  
25.23 received the citation. All data in the citation is public, including but not limited to the  
25.24 employer's name, the employer's business address, and the address of the worksite; the date  
25.25 or dates of inspection; the date the citation was issued; the provision of the act, standard,  
25.26 rule, or order alleged to have been violated; the severity level of the citation; the description  
25.27 of the nature of the violation; the proposed abatement date; the proposed penalty; and any  
25.28 abatement guidelines. If a notice of contest is filed contesting any part of a citation pursuant  
25.29 to section 182.661, subdivision 3, the date that the notice was filed shall also be classified  
25.30 as public data 20 days after the employer has received the citation. When citation data is  
25.31 requested, the department must also provide any final settlement agreement or order  
25.32 amending or withdrawing the citation.

26.1 Sec. 40. Minnesota Statutes 2022, section 182.661, is amended by adding a subdivision  
 26.2 to read:

26.3 Subd. 3c. **Contestation of time for correction of a violation.** (a) Where an employer  
 26.4 contests the period of time fixed for correction of a violation that is not a serious, willful,  
 26.5 or repeat violation, the period of time shall not run until the order of the commissioner  
 26.6 becomes final.

26.7 (b) Where an employer or employee contests the period of time fixed for correction of  
 26.8 a violation that is a serious, willful, or repeat violation, the commissioner may refer the  
 26.9 matter to the office of administrative hearings for an expedited contested case hearing solely  
 26.10 on the reasonableness of the time fixed for correction. The administrative law judge may  
 26.11 order the employer to correct the violation pending final resolution of the cited violations  
 26.12 on the merits.

26.13 Sec. 41. Minnesota Statutes 2022, section 182.676, is amended to read:

26.14 **182.676 SAFETY COMMITTEES.**

26.15 (a) Every public or private employer of more than 25 employees shall establish and  
 26.16 administer a joint labor-management safety committee.

26.17 (b) Every public or private employer of 25 or fewer employees shall establish and  
 26.18 administer a safety committee if: it is subject to the requirements of section 182.653,  
 26.19 subdivision 8.

26.20 ~~(1) the employer has a lost workday cases incidence rate in the top ten percent of all~~  
 26.21 ~~rates for employers in the same industry; or~~

26.22 ~~(2) the workers' compensation premium classification assigned to the greatest portion~~  
 26.23 ~~of the payroll for the employer has a pure premium rate as reported by the Workers'~~  
 26.24 ~~Compensation Rating Association in the top 25 percent of premium rates for all classes.~~

26.25 (c) A safety committee must hold regularly scheduled meetings unless otherwise provided  
 26.26 in a collective bargaining agreement.

26.27 (d) Employee safety committee members must be selected by employees. An employer  
 26.28 that fails to establish or administer a safety committee as required by this section may be  
 26.29 cited by the commissioner. A citation is punishable as a serious violation under section  
 26.30 182.666.

26.31 The commissioner may adopt rules necessary to implement this section.

27.1 Sec. 42. Minnesota Statutes 2022, section 326B.093, subdivision 4, is amended to read:

27.2 Subd. 4. **Examination results.** If the applicant receives a passing score on the  
27.3 examination and meets all other requirements for licensure, the commissioner must approve  
27.4 the application and notify the applicant of the approval within 60 days of the date of the  
27.5 passing score. The applicant must, within 180 days after the notification of approval, pay  
27.6 the license fee. Upon receipt of the license fee, the commissioner must issue the license. If  
27.7 the applicant does not pay the license fee within 180 days after the notification of approval,  
27.8 the commissioner will rescind the approval and must deny the application. If the applicant  
27.9 does not receive a passing score on the examination, the commissioner must deny the  
27.10 application. If the application is denied because of the applicant's failure to receive a passing  
27.11 score on the examination, then the applicant cannot submit a new application for the license  
27.12 until at least 30 days after the ~~notification date of denial~~ the failed examination.

27.13 Sec. 43. Minnesota Statutes 2022, section 326B.106, is amended by adding a subdivision  
27.14 to read:

27.15 Subd. 16. **Refrigerants designated as acceptable for use.** No provision of the code or  
27.16 appendix chapter of the code may prohibit or otherwise limit the use of a refrigerant  
27.17 designated as acceptable for use in accordance with United States Code, title 42, section  
27.18 7671k, provided any equipment containing the refrigerant is listed and installed in full  
27.19 compliance with all applicable requirements, safety standards, and use conditions imposed  
27.20 pursuant to such a designation or as otherwise required by law.

27.21 Sec. 44. Minnesota Statutes 2022, section 326B.163, subdivision 5, is amended to read:

27.22 Subd. 5. **Elevator.** As used in this chapter, "elevator" means moving walks and vertical  
27.23 transportation devices such as escalators, passenger elevators, freight elevators, dumbwaiters,  
27.24 hand-powered elevators, endless belt lifts, and ~~wheelchair~~ platform lifts. Elevator does not  
27.25 include external temporary material lifts or temporary construction personnel elevators at  
27.26 sites of construction of new or remodeled buildings.

27.27 Sec. 45. Minnesota Statutes 2022, section 326B.163, is amended by adding a subdivision  
27.28 to read:

27.29 Subd. 5a. **Platform lift.** As used in this chapter, "platform lift" means a powered hoisting  
27.30 and lowering device designed to transport mobility-impaired persons on a guided platform.

28.1 Sec. 46. Minnesota Statutes 2022, section 326B.164, subdivision 13, is amended to read:

28.2 Subd. 13. **Exemption from licensing.** (a) Employees of a licensed elevator contractor  
28.3 or licensed limited elevator contractor are not required to hold or obtain a license under this  
28.4 section or be provided with direct supervision by a licensed master elevator constructor,  
28.5 licensed limited master elevator constructor, licensed elevator constructor, or licensed limited  
28.6 elevator constructor to install, maintain, or repair platform lifts and stairway chairlifts.  
28.7 Unlicensed employees performing elevator work under this exemption must comply with  
28.8 subdivision 5. This exemption does not include the installation, maintenance, repair, or  
28.9 replacement of electrical wiring for elevator equipment.

28.10 (b) Contractors or individuals shall not be required to hold or obtain a license under this  
28.11 section when performing work on:

28.12 (1) conveyors, excluding vertical reciprocating conveyors;

28.13 (2) platform lifts not covered under section 326B.163, subdivision 5a; or

28.14 (3) dock levelers.

28.15 Sec. 47. Minnesota Statutes 2022, section 326B.31, subdivision 30, is amended to read:

28.16 Subd. 30. **Technology system contractor.** "Technology system contractor" means a  
28.17 licensed contractor whose responsible licensed individual is a licensed power limited  
28.18 technician or licensed master electrician.

28.19 Sec. 48. Minnesota Statutes 2022, section 326B.32, subdivision 1, is amended to read:

28.20 Subdivision 1. **Composition.** (a) The Board of Electricity shall consist of 12 members.  
28.21 Eleven members shall be appointed by the governor with the advice and consent of the  
28.22 senate and shall be voting members. Appointments of members by the governor shall be  
28.23 made in accordance with section 15.066. If the senate votes to refuse to consent to an  
28.24 appointment of a member made by the governor, the governor shall appoint a new member  
28.25 with the advice and consent of the senate. One member shall be the commissioner of labor  
28.26 and industry or the commissioner's designee, who shall be a voting member. Of the 11  
28.27 appointed members, the composition shall be as follows:

28.28 (1) one member shall be an electrical inspector;

28.29 (2) two members shall be representatives of the electrical suppliers in rural areas;

28.30 (3) two members shall be master electricians, who shall be contractors;

28.31 (4) two members shall be journeyworker electricians;

29.1 (5) one member shall be a registered consulting electrical engineer;

29.2 (6) ~~two members~~ one member shall be a power limited technicians technician, who shall  
 29.3 be a technology system contractors primarily engaged in the business of installing technology  
 29.4 circuits or systems contractor; and

29.5 (7) one member shall be a power limited technician; and

29.6 ~~(7)~~ (8) one member shall be a public member as defined by section 214.02.

29.7 The electrical inspector shall be appointed to a term to end December 31, 2011. One of  
 29.8 the rural electrical suppliers shall be appointed for a term to end December 31, 2011. The  
 29.9 other rural electrical supplier shall be appointed for a term to end December 31, 2010. The  
 29.10 consulting electrical engineer shall be appointed for a term to end December 31, 2011. One  
 29.11 of the master electrician contractors shall be appointed for a term to end December 31, 2011.  
 29.12 The other master electrician contractor shall be appointed for a term to end December 31,  
 29.13 2010. One of the journeyworker electricians shall be appointed for a term to end December  
 29.14 31, 2011. The other journeyworker electrician shall be appointed for a term to end December  
 29.15 31, 2010. One of the power limited technicians shall be appointed for a term to end December  
 29.16 31, 2011. The other power limited technician shall be appointed for a term to end December  
 29.17 31, 2010. The public member shall be appointed for a term to end December 31, 2010.

29.18 (b) The consulting electrical engineer must possess a current Minnesota professional  
 29.19 engineering license and maintain the license for the duration of the term on the board. All  
 29.20 other appointed members, except for the public member and the representatives of electrical  
 29.21 suppliers in rural areas, must possess a current electrical license issued by the Department  
 29.22 of Labor and Industry and maintain that license for the duration of their terms. All appointed  
 29.23 members must be residents of Minnesota at the time of and throughout the member's  
 29.24 appointment. The term of any appointed member that does not maintain membership  
 29.25 qualification status shall end on the date of the status change and the governor shall appoint  
 29.26 a new member. It is the responsibility of the member to notify the board of their status  
 29.27 change.

29.28 (c) For appointed members, except the initial terms designated in paragraph (a), each  
 29.29 term shall be three years with the terms ending on December 31. Members appointed by  
 29.30 the governor shall be limited to three consecutive terms. The governor shall, all or in part,  
 29.31 reappoint the current members or appoint replacement members with the advice and consent  
 29.32 of the senate. Midterm vacancies shall be filled for the remaining portion of the term.  
 29.33 Vacancies occurring with less than six months time remaining in the term shall be filled for  
 29.34 the existing term and the following three-year term. Members may serve until their successors

30.1 are appointed but in no case later than July 1 in a year in which the term expires unless  
30.2 reappointed.

30.3 Sec. 49. Minnesota Statutes 2022, section 326B.36, subdivision 7, is amended to read:

30.4 Subd. 7. **Exemptions from inspections.** Installations, materials, or equipment shall not  
30.5 be subject to inspection under sections 326B.31 to 326B.399:

30.6 (1) when owned or leased, operated and maintained by any employer whose maintenance  
30.7 electricians are exempt from licensing under sections 326B.31 to 326B.399, while performing  
30.8 electrical maintenance work only as defined by rule;

30.9 (2) when owned or leased, and operated and maintained by any electrical,  
30.10 communications, or railway utility, cable communications company as defined in section  
30.11 238.02, or telephone company as defined under section 237.01, in the exercise of its utility,  
30.12 antenna, or telephone function; and

30.13 (i) are used exclusively for the generations, transformation, distribution, transmission,  
30.14 load control, or metering of electric current, or the operation of railway signals, or the  
30.15 transmission of intelligence, and do not have as a principal function the consumption or use  
30.16 of electric current by or for the benefit of any person other than such utility, cable  
30.17 communications company, or telephone company; and

30.18 (ii) are generally accessible only to employees of such utility, cable communications  
30.19 company, or telephone company or persons acting under its control or direction; and

30.20 (iii) are not on the load side of the service point or point of entrance for communication  
30.21 systems;

30.22 (3) when used in the street lighting operations of an electrical utility;

30.23 (4) when used as outdoor area lights which are owned and operated by an electrical  
30.24 utility and which are connected directly to its distribution system and located upon the  
30.25 utility's distribution poles, and which are generally accessible only to employees of such  
30.26 utility or persons acting under its control or direction;

30.27 (5) when the installation, material, and equipment are in facilities subject to the  
30.28 jurisdiction of the federal Mine Safety and Health Act; or

30.29 (6) when the installation, material, and equipment is part of an elevator installation for  
30.30 which the elevator contractor, licensed under section 326B.164, is required to obtain a permit  
30.31 from the authority having jurisdiction as provided by section 326B.184, and the inspection  
30.32 has been or will be performed by an elevator inspector certified and licensed by the

31.1 department. This exemption shall apply only to installations, material, and equipment  
 31.2 permitted or required to be connected on the load side of the disconnecting means required  
 31.3 for elevator equipment under National Electrical Code Article 620, and elevator  
 31.4 communications and alarm systems within the machine room, car, hoistway, or elevator  
 31.5 lobby.

31.6 **EFFECTIVE DATE.** This section is effective the day following final enactment.

31.7 Sec. 50. Minnesota Statutes 2022, section 326B.36, is amended by adding a subdivision  
 31.8 to read:

31.9 Subd. 8. **Electric utility exemptions; additional requirements.** For exemptions to  
 31.10 inspections exclusively for load control allowed for electrical utilities under subdivision 7,  
 31.11 clause (2), item (i), the exempted work must be:

31.12 (1) performed by a licensed electrician employed by a class A electrical contractor  
 31.13 licensed under section 326B.33;

31.14 (2) for replacement or repair of existing equipment for an electric utility other than a  
 31.15 public utility as defined in section 216B.02, subdivision 4, only; and

31.16 (3) completed on or before December 31, 2028.

31.17 **EFFECTIVE DATE.** This section is effective the day following final enactment.

31.18 Sec. 51. Minnesota Statutes 2022, section 326B.805, subdivision 6, is amended to read:

31.19 Subd. 6. **Exemptions.** The license requirement does not apply to:

31.20 (1) an employee of a licensee performing work for the licensee;

31.21 (2) a material person, manufacturer, or retailer furnishing finished products, materials,  
 31.22 or articles of merchandise who does not install or attach the items;

31.23 (3) an owner of residential real estate who builds or improves ~~any structure on~~ residential  
 31.24 real estate, if the ~~building or improving is performed by the owner's bona fide employees~~  
 31.25 ~~or by individual owners personally.~~ owner occupies or will occupy the residential real estate  
 31.26 for residential purposes, or will retain ownership for rental purposes upon completion of  
 31.27 the building or improvement. This exemption does not apply to an owner who constructs  
 31.28 or improves ~~property~~ residential real estate for purposes of resale or speculation if the  
 31.29 ~~building or improving is performed by the owner's bona fide employees or by individual~~  
 31.30 ~~owners personally.~~ A. An owner of residential building contractor or residential remodeler  
 31.31 real estate will be presumed to be building or improving for purposes of speculation if the

32.1 ~~contractor or remodeler~~ owner constructs or improves more than one property within any  
 32.2 24-month period, unless the properties will be retained by the owner for rental purposes;

32.3 (4) an architect or professional engineer engaging in professional practice as defined by  
 32.4 section 326.02, subdivisions 2 and 3;

32.5 (5) a person whose total gross annual receipts for performing specialty skills for which  
 32.6 licensure would be required under this section do not exceed \$15,000;

32.7 (6) a mechanical contractor;

32.8 (7) a plumber, electrician, or other person whose profession is otherwise subject to  
 32.9 statewide licensing, when engaged in the activity which is the subject of that licensure;

32.10 (8) specialty contractors who provide only one special skill as defined in section  
 32.11 326B.802;

32.12 (9) a school district, or a technical college governed under chapter 136F; and

32.13 (10) Habitat for Humanity and Builders Outreach Foundation, and their individual  
 32.14 volunteers when engaged in activities on their behalf.

32.15 To qualify for the exemption in clause (5), a person must obtain a certificate of exemption  
 32.16 from licensure from the commissioner. A certificate of exemption will be issued upon the  
 32.17 applicant's filing with the commissioner, an affidavit stating that the applicant does not  
 32.18 expect to exceed \$15,000 in gross annual receipts derived from performing services which  
 32.19 require licensure under this section during the calendar year in which the affidavit is received.  
 32.20 For the purposes of calculating fees under section 326B.092, a certificate of exemption is  
 32.21 an entry level license. To renew the exemption in clause (5), the applicant must file an  
 32.22 affidavit stating that the applicant did not exceed \$15,000 in gross annual receipts during  
 32.23 the past calendar year. If a person, operating under the exemption in clause (5), exceeds  
 32.24 \$15,000 in gross receipts during any calendar year, the person must immediately surrender  
 32.25 the certificate of exemption and apply for the appropriate license. The person must remain  
 32.26 licensed until such time as the person's gross annual receipts during a calendar year fall  
 32.27 below \$15,000. The person may then apply for an exemption for the next calendar year.

32.28 Sec. 52. Minnesota Statutes 2022, section 326B.921, subdivision 8, is amended to read:

32.29 Subd. 8. **Reciprocity with other states.** ~~The commissioner may issue a temporary license~~  
 32.30 ~~without examination, upon payment of the required fee, to nonresident applicants who are~~  
 32.31 ~~licensed under the laws of a state having standards for licensing which the commissioner~~  
 32.32 ~~determines are substantially equivalent to the standards of this state if the other state grants~~



33.1 ~~similar privileges to Minnesota residents duly licensed in this state. Applicants who receive~~  
33.2 ~~a temporary license under this section may acquire an aggregate of 24 months of experience~~  
33.3 ~~before they have to apply and pass the licensing examination. Applicants must register with~~  
33.4 ~~the commissioner of labor and industry and the commissioner shall set a fee for a temporary~~  
33.5 ~~license. Applicants have five years in which to comply with this section.~~

33.6 (a) The commissioner may enter into reciprocity agreements for personal licenses with  
33.7 another state if approved by the board. Once approved by the board, the commissioner may  
33.8 issue a personal license without requiring the applicant to pass an examination provided the  
33.9 applicant:

33.10 (1) submits an application under this section;

33.11 (2) pays the application and examination fee and license fee required under section  
33.12 326B.092; and

33.13 (3) holds a valid comparable license in the state participating in the agreement.

33.14 (b) Reciprocity agreements are subject to the following:

33.15 (1) the parties to the agreement must administer a statewide licensing program that  
33.16 includes examination and qualifying experience or training comparable to Minnesota's  
33.17 licensing program;

33.18 (2) the experience and training requirements under which an individual applicant qualified  
33.19 for examination in the qualifying state must be deemed equal to or greater than required for  
33.20 an applicant making application in Minnesota at the time the applicant acquired the license  
33.21 in the qualifying state;

33.22 (3) the applicant must have acquired the license in the qualifying state through an  
33.23 examination deemed equivalent to the same class of license examination in Minnesota;

33.24 (4) at the time of application, the applicant must hold a valid license in the qualifying  
33.25 state and have held the license continuously for at least one year before making application  
33.26 in Minnesota;

33.27 (5) an applicant is not eligible for a license under this subdivision if the applicant has  
33.28 failed the same or greater class of license examination in Minnesota, or if the applicant's  
33.29 license of the same or greater class has been revoked or suspended; and

33.30 (6) an applicant who has failed to renew a personal license for two years or more after  
33.31 its expiration is not eligible for a license under this subdivision.

34.1 Sec. 53. Minnesota Statutes 2022, section 326B.925, subdivision 1, is amended to read:

34.2 Subdivision 1. **Composition.** (a) The Board of High Pressure Piping Systems shall  
34.3 consist of 13 members. Twelve members shall be appointed by the governor with the advice  
34.4 and consent of the senate and shall be voting members. Appointments of members by the  
34.5 governor shall be made in accordance with section 15.066. If the senate votes to refuse to  
34.6 consent to an appointment of a member made by the governor, the governor shall appoint  
34.7 a new member with the advice and consent of the senate. One member shall be the  
34.8 commissioner of labor and industry or the commissioner of labor and industry's designee,  
34.9 who shall be a voting member. Of the 12 appointed members, the composition shall be as  
34.10 follows:

34.11 (1) one member shall be a high pressure piping inspector;

34.12 (2) one member shall be a licensed mechanical engineer;

34.13 (3) one member shall be a representative of the high pressure piping industry;

34.14 (4) four members shall be master high pressure pipefitters engaged in the business of  
34.15 high pressure piping, two from the metropolitan area and two from greater Minnesota;

34.16 (5) two members shall be journeyworker high pressure pipefitters ~~engaged in the business~~  
34.17 ~~of high pressure piping systems installation~~, one from the metropolitan area and one from  
34.18 greater Minnesota;

34.19 (6) one member shall be a representative of industrial companies that use high pressure  
34.20 piping systems in their industrial process;

34.21 (7) one member shall be a representative from utility companies in Minnesota; and

34.22 (8) one member shall be a public member as defined by section 214.02.

34.23 The high pressure piping inspector shall be appointed for a term to end December 31,  
34.24 2011. The professional mechanical engineer shall be appointed for a term to end December  
34.25 31, 2010. The representative of the high pressure piping industry shall be appointed for a  
34.26 term to end December 31, 2011. Two of the master high pressure pipefitters shall be  
34.27 appointed for a term to end December 31, 2011. The other two master high pressure  
34.28 pipefitters shall be appointed for a term to end December 31, 2010. One of the journeyworker  
34.29 high pressure pipefitters shall be appointed for a term to end December 31, 2011. The other  
34.30 journeyworker high pressure pipefitter shall be appointed for a term to end December 31,  
34.31 2010. The one representative of industrial companies that use high pressure piping systems  
34.32 in their industrial process shall be appointed for a term to end December 31, 2010. The one  
34.33 representative of a utility company in Minnesota shall be appointed for a term to end

35.1 December 31, 2010. The public member shall be appointed for a term to end December 31,  
35.2 2010.

35.3 (b) The licensed professional mechanical engineer must possess a current Minnesota  
35.4 professional engineering license and maintain the license for the duration of their term. All  
35.5 other appointed members, except for the representative of the piping industry, the  
35.6 representative of industrial companies that use high pressure piping systems, the public  
35.7 member, and the representative of public utility companies in Minnesota, must possess a  
35.8 current high pressure piping license issued by the Department of Labor and Industry and  
35.9 maintain that license for the duration of their term. All appointed members must be residents  
35.10 of Minnesota at the time of and throughout the member's appointment. The term of any  
35.11 appointed member that does not maintain membership qualification status shall end on the  
35.12 date of status change and the governor shall appoint a new member. It is the responsibility  
35.13 of the member to notify the board of the member's status change.

35.14 (c) For appointed members, except the initial terms designated in paragraph (a), each  
35.15 term shall be three years with the terms ending on December 31. Members appointed by  
35.16 the governor shall be limited to three consecutive terms. The governor shall, all or in part,  
35.17 reappoint the current members or appoint replacement members with the advice and consent  
35.18 of the senate. Midterm vacancies shall be filled for the remaining portion of the term.  
35.19 Vacancies occurring with less than six months time remaining in the term shall be filled for  
35.20 the existing term and the following three-year term. Members may serve until their successors  
35.21 are appointed but in no case later than July 1 in a year in which the term expires unless  
35.22 reappointed.

35.23 Sec. 54. Minnesota Statutes 2022, section 326B.988, is amended to read:

35.24 **326B.988 EXCEPTIONS.**

35.25 (a) The provisions of sections 326B.95 to 326B.998 shall not apply to:

35.26 (1) boilers and pressure vessels in buildings occupied solely for residence purposes with  
35.27 accommodations for not more than five families;

35.28 (2) railroad locomotives operated by railroad companies for transportation purposes;

35.29 (3) air tanks installed on the right-of-way of railroads and used directly in the operation  
35.30 of trains;

35.31 (4) boilers and pressure vessels under the direct jurisdiction of the United States;

- 36.1 (5) unfired pressure vessels having an internal or external working pressure not exceeding  
36.2 15 psig with no limit on size;
- 36.3 (6) pressure vessels used for storage of compressed air not exceeding five cubic feet in  
36.4 volume and equipped with an ASME code stamped safety valve set at a maximum of 100  
36.5 psig;
- 36.6 (7) pressure vessels having an inside diameter not exceeding six inches;
- 36.7 (8) every vessel that contains water under pressure, including those containing air that  
36.8 serves only as a cushion, whose design pressure does not exceed 300 psig and whose design  
36.9 temperature does not exceed 210 degrees Fahrenheit;
- 36.10 (9) boiler or pressure vessels located on farms used solely for agricultural or horticultural  
36.11 purposes; for purposes of this section, boilers used for mint oil extraction are considered  
36.12 used for agricultural or horticultural purposes, provided that the owner or lessee complies  
36.13 with the inspection requirements contained in section 326B.958;
- 36.14 (10) tanks or cylinders used for storage or transfer of liquefied petroleum gases;
- 36.15 (11) unfired pressure vessels in petroleum refineries;
- 36.16 (12) an air tank or pressure vessel which is an integral part of a passenger motor bus,  
36.17 truck, or trailer;
- 36.18 (13) hot water heating and other hot liquid boilers not exceeding a heat input of 750,000  
36.19 BTU per hour;
- 36.20 (14) hot water supply boilers ~~(water heaters)~~ not exceeding a heat input of ~~500,000~~  
36.21 200,000 BTU per hour, ~~a water temperature of 210 degrees Fahrenheit, or potable water~~  
36.22 heaters not exceeding a heat input of 200,000 BTU per hour or a nominal water capacity  
36.23 of 120 gallons, or a pressure of 160 psig;
- 36.24 (15) a laundry and dry cleaning press not exceeding five cubic feet of steam volume;
- 36.25 (16) pressure vessels operated full of water or other liquid not materially more hazardous  
36.26 than water, if the vessel's contents' temperature does not exceed 210 degrees Fahrenheit or  
36.27 a pressure of 200 psig;
- 36.28 (17) steam-powered turbines at papermaking facilities which are powered by steam  
36.29 generated by steam facilities at a remote location;
- 36.30 (18) manually fired boilers for model locomotive, boat, tractor, stationary engine, or  
36.31 antique motor vehicles constructed or maintained only as a hobby for exhibition, educational  
36.32 or historical purposes and not for commercial use, if the boilers have an inside diameter of

37.1 12 inches or less, or a grate area of two square feet or less, and are equipped with an ASME  
37.2 stamped safety valve of adequate size, a water level indicator, and a pressure gauge;

37.3 (19) any pressure vessel used as an integral part of an electrical circuit breaker;

37.4 (20) pressure vessels used for the storage of refrigerant if they are built to ASME code  
37.5 specifications, registered with the national board, and equipped with an ASME code-stamped  
37.6 pressure-relieving device set no higher than the maximum allowable working pressure of  
37.7 the vessel. This does not include pressure vessels used in ammonia refrigeration systems;

37.8 (21) pressure vessels used for the storage of oxygen, nitrogen, helium, carbon dioxide,  
37.9 argon, nitrous oxide, or other medical gas, provided the vessel is constructed to ASME or  
37.10 Minnesota Department of Transportation specifications and equipped with an ASME  
37.11 code-stamped pressure-relieving device. The owner of the vessels shall perform annual  
37.12 visual inspections and planned maintenance on these vessels to ensure vessel integrity;

37.13 (22) pressure vessels used for the storage of compressed air for self-contained breathing  
37.14 apparatuses;

37.15 (23) hot water heating or other hot liquid boilers vented directly to the atmosphere; and

37.16 (24) pressure vessels used for the storage of compressed air not exceeding 1.5 cubic feet  
37.17 (11.22 gallons) in volume with a maximum allowable working pressure of 600 psi or less.

37.18 (b) An engineer's license is not required for hot water supply boilers.

37.19 (c) An engineer's license and annual inspection by the department is not required for  
37.20 boilers, steam cookers, steam kettles, steam sterilizers or other steam generators not exceeding  
37.21 100,000 BTU per hour input, 25 kilowatt, and a pressure of 15 psig.

37.22 (d) Electric boilers not exceeding a maximum working pressure of 50 psig, maximum  
37.23 of 30 kilowatt input or three horsepower rating shall be inspected as pressure vessels and  
37.24 shall not require an engineer license to operate.

37.25 Sec. 55. **[327.30] SACRED COMMUNITIES AND MICRO-UNIT DWELLINGS.**

37.26 Subdivision 1. Definitions. (a) For the purposes of this section, the following terms have  
37.27 the meanings given.

37.28 (b) Chronically homeless" means an individual who:

37.29 (1) is homeless and lives or resides in a place not meant for human habitation, a safe  
37.30 haven, or in an emergency shelter;

38.1 (2) has been homeless and living or residing in a place not meant for human habitation,  
38.2 a safe haven, or in an emergency shelter continuously for at least one year or on at least  
38.3 four separate occasions in the last three years; and

38.4 (3) has an adult head of household, or a minor head-of-household if no adult is present  
38.5 in the household, with a diagnosable substance use disorder, serious mental illness,  
38.6 developmental disability, post-traumatic stress disorder, cognitive impairments resulting  
38.7 from a brain injury, or chronic physical illness or disability, including the co-occurrence of  
38.8 two or more of those conditions.

38.9 (c) "Designated volunteers" means persons who have not experienced homelessness and  
38.10 have been approved by the religious institution to live in a sacred community as their sole  
38.11 form of housing.

38.12 (d) "Extremely low income" means an income that is equal to or less than 30 percent of  
38.13 the area median income, adjusted for family size, as estimated by the Department of Housing  
38.14 and Urban Development.

38.15 (e) "Micro unit" means a mobile residential dwelling providing permanent housing  
38.16 within a sacred community that meets the requirements of subdivision 4.

38.17 (f) "Religious institution" means a church, synagogue, mosque, or other religious  
38.18 organization organized under chapter 315.

38.19 (g) "Sacred community" means a residential settlement established on or contiguous to  
38.20 the grounds of a religious institution's primary worship location primarily for the purpose  
38.21 of providing permanent housing for chronically homeless persons, extremely low-income  
38.22 persons, and designated volunteers that meets the requirements of subdivision 3.

38.23 Subd. 2. **Dwelling in micro units in sacred communities authorized.** Religious  
38.24 institutions are authorized to provide permanent housing to people who are chronically  
38.25 homeless, extremely low-income, or designated volunteers, in sacred communities composed  
38.26 of micro units subject to the provisions of this section. Each religious institution that has  
38.27 sited a sacred community must annually certify to the local unit of government that it has  
38.28 complied with the eligibility requirements for residents of a sacred community in this section.

38.29 Subd. 3. **Sacred community requirements.** (a) A sacred community must provide  
38.30 residents of micro units access to water and electric utilities either by connecting the micro  
38.31 units to the utilities that are serving the principal building on the lot or by other comparable  
38.32 means, or by providing the residents access to permanent common kitchen facilities and  
38.33 common facilities for toilet, bathing, and laundry with the number and type of fixtures

39.1 required for an R-2 boarding house under Minnesota Rules, part 1305.2902. Any units that  
39.2 are plumbed shall not be included in determining the minimum number of fixtures required  
39.3 for the common facilities.

39.4 (b) A sacred community under this section must:

39.5 (1) be appropriately insured;

39.6 (2) have between one-third and 40 percent of the micro units occupied by designated  
39.7 volunteers; and

39.8 (3) provide the municipality with a written plan approved by the religious institution's  
39.9 governing board that outlines:

39.10 (i) disposal of water and sewage from micro units if not plumbed;

39.11 (ii) septic tank drainage if plumbed units are not hooked up to the primary worship  
39.12 location's system;

39.13 (iii) adequate parking, lighting, and access to units by emergency vehicles;

39.14 (iv) protocols for security and addressing conduct within the settlement; and

39.15 (v) safety protocols for severe weather.

39.16 (c) A sacred community meeting the requirements of this section shall be approved and  
39.17 regulated as a permitted use, conditional use, or planned unit development, as determined  
39.18 by the municipality. When approved, additional permitting is not required for individual  
39.19 micro units.

39.20 (d) Sacred communities are subject to the laws governing landlords and tenants under  
39.21 chapter 504B.

39.22 Subd. 4. **Micro unit requirements.** (a) In order to be eligible to be placed within a  
39.23 sacred community, a micro unit must be built to the requirements of the American National  
39.24 Standards Institute (ANSI) Code 119.5, which includes standards for heating, electrical  
39.25 systems, and fire and life safety. A micro unit must also meet the following technical  
39.26 requirements:

39.27 (1) be no more than 400 gross square feet;

39.28 (2) be built on a permanent chassis and anchored to pin foundations with engineered  
39.29 fasteners;

39.30 (3) have exterior materials that are compatible in composition, appearance, and durability  
39.31 to the exterior materials used in standard residential construction;

40.1 (4) have a minimum insulation rating of R-20 in walls, R-30 in floors, and R-38 in  
40.2 ceilings, as well as residential grade insulated doors and windows;

40.3 (5) have a dry, compostable, or plumbed toilet or other system meeting the requirements  
40.4 of the Minnesota Pollution Control Agency, Chapters 7035, 7040, 7049, and 7080, or other  
40.5 applicable rules;

40.6 (6) have either an electrical system that meets NFPA 70 NEC, section 551 or 552 as  
40.7 applicable or a low voltage electrical system that meets ANSI/RVIA Low Voltage Standard,  
40.8 current edition;

40.9 (7) have minimum wall framing with two inch by four inch wood or metal studs with  
40.10 framing of 16 inches to 24 inches on center, or the equivalent in structural insulated panels,  
40.11 with a floor load of 40 pounds per square foot and a roof live load of 42 pounds per square  
40.12 foot; and

40.13 (8) have smoke and carbon monoxide detectors installed.

40.14 (b) All micro units, including their anchoring, must be inspected and certified for  
40.15 compliance with these requirements by a licensed Minnesota professional engineer or  
40.16 qualified third-party inspector for ANSI compliance accredited pursuant to either the  
40.17 American Society for Testing and Materials Appendix E541 or ISO/IEC 17020.

40.18 (c) Micro units that connect to utilities such as water, sewer, gas, or electric, must obtain  
40.19 any permits or inspections required by the municipality or utility company for that connection.

40.20 (d) Micro units must comply with municipal setback requirements established by  
40.21 ordinance for manufactured homes. If a municipality does not have such an ordinance, micro  
40.22 units must be set back on all sides by at least ten feet.

40.23 **EFFECTIVE DATE.** This section is effective January 1, 2024.

40.24 Sec. 56. Minnesota Statutes 2022, section 572B.17, is amended to read:

40.25 **572B.17 WITNESSES; SUBPOENAS; DEPOSITIONS; DISCOVERY.**

40.26 (a) An arbitrator may issue a subpoena for the attendance of a witness and for the  
40.27 production of records and other evidence at any hearing and may administer oaths. A  
40.28 subpoena must be served in the manner for service of subpoenas in a civil action and, upon  
40.29 motion to the court by a party to the arbitration proceeding or the arbitrator, enforced in the  
40.30 manner for enforcement of subpoenas in a civil action.

40.31 (b) On request of a party to or a witness in an arbitration proceeding, an arbitrator may  
40.32 permit a deposition of any witness to provide testimony at the arbitration hearing, including



41.1 a witness who cannot be subpoenaed for or is unable to attend a hearing, to be taken under  
41.2 conditions determined by the arbitrator for use as evidence in order to make the proceeding  
41.3 fair, expeditious, and cost-effective.

41.4 (c) An arbitrator may permit such discovery as the arbitrator decides is appropriate in  
41.5 the circumstances, taking into account the needs of the parties to the arbitration proceeding  
41.6 and other affected persons and the desirability of making the proceeding fair, expeditious,  
41.7 and cost-effective.

41.8 (d) If an arbitrator permits discovery under subsection (c), the arbitrator may order a  
41.9 party to the arbitration proceeding to comply with the arbitrator's discovery-related orders,  
41.10 including the issuance of a subpoena for the attendance of a witness and for the production  
41.11 of records and other evidence at a discovery proceeding, and may take action against a party  
41.12 to the arbitration proceeding who does not comply to the extent permitted by law as if the  
41.13 controversy were the subject of a civil action in this state.

41.14 (e) An arbitrator may issue a protective order to prevent the disclosure of privileged  
41.15 information, confidential information, trade secrets, data classified as nonpublic or private  
41.16 pursuant to chapter 13, and other information protected from disclosure as if the controversy  
41.17 were the subject of a civil action in this state.

41.18 (f) All laws compelling a person under subpoena to testify and all fees for attending a  
41.19 judicial proceeding, a deposition, or a discovery proceeding as a witness apply to an  
41.20 arbitration proceeding as if the controversy were the subject of a civil action under the laws  
41.21 and rules of civil procedure of this state.

41.22 (g) The court may enforce a subpoena or discovery-related order for the attendance of  
41.23 a witness within this state and for the production of records and other evidence issued by  
41.24 an arbitrator in connection with an arbitration proceeding in another state upon conditions  
41.25 determined by the court in order to make the arbitration proceeding fair, expeditious, and  
41.26 cost-effective. A subpoena or discovery-related order issued by an arbitrator must be served  
41.27 in the manner provided by law for service of subpoenas in a civil action in this state and,  
41.28 upon motion to the court by a party to the arbitration proceeding or the arbitrator, enforced  
41.29 in the manner provided by law for enforcement of subpoenas in a civil action in this state.

41.30 **Sec. 57. REPEALER.**

41.31 Minnesota Statutes 2022, section 179A.12, subdivision 2, is repealed.

APPENDIX  
Repealed Minnesota Statutes: S1384-2

**179A.12 EXCLUSIVE REPRESENTATION; ELECTIONS; DECERTIFICATION.**

No active language found for: 179A.12.2