

160.9

**ARTICLE 11**

**SAFE WORKPLACES FOR MEAT AND POULTRY PROCESSING WORKERS**

Section 1. **[179.87] TITLE.**

Sections 179.87 to 179.8757 may be titled the "Safe Workplaces for Meat and Poultry Processing Workers Act."

Sec. 2. **[179.871] DEFINITIONS.**

Subdivision 1. **Definitions.** For purposes of sections 179.87 to 179.8757, the terms in this section have the meanings given.

Subd. 2. **Authorized employee representative.** "Authorized employee representative" has the meaning given in section 182.651, subdivision 22.

Subd. 3. **Commissioner.** "Commissioner" means the commissioner of labor and industry or the commissioner's designee.

Subd. 4. **Coordinator.** "Coordinator" means the meatpacking industry worker rights coordinator or the coordinator's designee.

Subd. 5. **Meat-processing worker.** "Meat-processing worker" or "worker" means any individual who a meat-processing employer suffers or permits to work directly in contact with raw meatpacking products in a meatpacking operation, including independent contractors and persons performing work for an employer through a temporary service or staffing agency. Workers in a meatpacking operation who inspect or package meatpacking products and workers who clean, maintain, or sanitize equipment or surfaces are included in the definition of a meat-processing worker. Meat-processing worker does not include a federal, state, or local government inspector.

Subd. 6. **Meatpacking operation.** "Meatpacking operation" or "meat-processing employer" means a meatpacking or poultry processing site with 100 or more employees in Minnesota and a North American Industrial Classification system (NAICS) code of 311611 to 311615, excluding NAICS code 311613. Meatpacking operation or meat-processing employer does not mean a grocery store, butcher shop, meat market, deli, restaurant, or other business preparing meatpacking products for immediate consumption or for sale in a retail establishment or otherwise directly to an end-consumer.

Subd. 7. **Meatpacking products.** "Meatpacking products" means meat food products and poultry food products as defined in section 31A.02, subdivision 10.

Sec. 3. **[179.8715] WORKER RIGHTS COORDINATOR.**

(a) The commissioner must appoint a meatpacking industry worker rights coordinator in the Department of Labor and Industry and provide the coordinator with necessary office space, furniture, equipment, supplies, and assistance.

169.24

**ARTICLE 13**

**MEAT AND POULTRY PROCESSING**

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Sec. 3. **[179.8715] WORKER RIGHTS COORDINATOR.**

(a) The commissioner must appoint a meatpacking industry worker rights coordinator in the Department of Labor and Industry and provide the coordinator with necessary office space, furniture, equipment, supplies, and assistance.

161.14 (b) The commissioner must enforce sections 179.87 to 179.8757, including inspecting,  
161.15 reviewing, and recommending improvements to the practices and procedures of meatpacking  
161.16 operations in Minnesota. A meat-processing employer must grant the commissioner full  
161.17 access to all meatpacking operations in this state at any time that meatpacking products are  
161.18 being processed or meat-processing workers are on the job.

161.19 (c) No later than December 1 each year, beginning December 1, 2024, the coordinator  
161.20 must submit a report to the governor and the chairs and ranking minority members of the  
161.21 legislative committees with jurisdiction over labor. The report must include recommendations  
161.22 to promote better treatment of meat-processing workers. The coordinator shall also post the  
161.23 report on the Department of Labor and Industry's website.

161.24 Sec. 4. **[179.872] REFUSAL TO WORK UNDER DANGEROUS CONDITIONS.**

161.25 A meat-processing worker has the right to refuse to work under dangerous conditions  
161.26 in accordance with section 182.654, subdivision 11. Pursuant to section 182.654, subdivision  
161.27 11, the worker shall continue to receive pay and shall not be subject to discrimination.

161.28 Sec. 5. **[179.875] ENFORCEMENT AND COMPLIANCE.**

161.29 Subdivision 1. **Administrative enforcement.** The commissioner, either on the  
161.30 commissioner's initiative or in response to a complaint, may inspect a meatpacking operation  
161.31 and subpoena records and witnesses as provided in sections 175.20, 177.27, and 182.659.  
162.1 If a meat-processing employer does not comply with the commissioner's inspection, the  
162.2 commissioner may seek relief as provided in this section or chapter 175 or 182.

162.3 Subd. 2. **Compliance authority.** The commissioner may issue a compliance order under  
162.4 section 177.27, subdivision 4, requiring an employer to comply with sections 179.8755,  
162.5 paragraphs (b) and (c); 179.8756, subdivisions 1 to 3 and 4, paragraphs (f) and (g); and  
162.6 179.8757. The commissioner also has authority, pursuant to section 182.662, subdivision  
162.7 1, to issue a stop-work or business closure order when there is a condition or practice that  
162.8 could result in death or serious physical harm.

162.9 Subd. 3. **Private civil action.** If a meat-processing employer does not comply with a  
162.10 provision in sections 179.87 to 179.8757, an aggrieved worker, authorized employee  
162.11 representative, or other person may bring a civil action in a court of competent jurisdiction  
162.12 within three years of an alleged violation and, upon prevailing, must be awarded the relief  
162.13 provided in this section. Pursuing administrative relief is not a prerequisite for bringing a  
162.14 civil action.

162.15 Subd. 4. **Other government enforcement.** The attorney general may enforce sections  
162.16 179.87 to 179.8757 under section 8.31. A city or county attorney may also enforce these  
162.17 sections. Such law enforcement agencies may inspect meatpacking operations and subpoena  
162.18 records and witnesses and, where such agencies determine that a violation has occurred,  
162.19 may bring a civil action as provided in this section.

170.29 (b) The commissioner must enforce sections 179.87 to 179.8757, including inspecting,  
170.30 reviewing, and recommending improvements to the practices and procedures of meatpacking  
170.31 operations in Minnesota. A meat-processing employer must grant the commissioner full  
171.1 access to all meatpacking operations in this state at any time that meatpacking products are  
171.2 being processed or meat-processing workers are on the job.

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171.32 sections. Such law enforcement agencies may inspect meatpacking operations and subpoena  
172.1 records and witnesses and, where such agencies determine that a violation has occurred,  
172.2 may bring a civil action as provided in this section.

162.20 Subd. 5. **Relief.** (a) In a civil action or administrative proceeding brought to enforce  
162.21 sections 179.87 to 179.8757, the court or commissioner must order relief as provided in this  
162.22 subdivision.

162.23 (b) For any violation of sections 179.87 to 179.8757:

162.24 (1) an injunction to order compliance and restrain continued violations;

162.25 (2) payment to a prevailing worker by a meat-processing employer of reasonable costs,  
162.26 disbursements, and attorney fees; and

162.27 (3) a civil penalty payable to the state of not less than \$100 per day per worker affected  
162.28 by the meat-processing employer's noncompliance with sections 179.87 to 179.8757.

162.29 (c) Any worker who brings a complaint under sections 179.87 to 179.8757 and suffers  
162.30 retaliation is entitled to treble damages in addition to lost pay and recovery of attorney fees  
162.31 and costs.

163.1 (d) Any company who is found to have retaliated against a meat-processing worker must  
163.2 pay a fine of up to \$10,000 to the commissioner, in addition to other penalties available  
163.3 under law.

163.4 Subd. 6. **Whistleblower enforcement; penalty distribution.** (a) The relief provided in  
163.5 this section may be recovered through a private civil action brought on behalf of the  
163.6 commissioner in a court of competent jurisdiction by another individual, including an  
163.7 authorized employee representative, pursuant to this subdivision.

163.8 (b) The individual must give written notice to the coordinator of the specific provision  
163.9 or provisions of sections 179.87 to 179.8757 alleged to have been violated. The individual  
163.10 or representative organization may commence a civil action under this subdivision if no  
163.11 enforcement action is taken by the commissioner within 30 days.

163.12 (c) Civil penalties recovered pursuant to this subdivision must be distributed as follows:

163.13 (1) 70 percent to the commissioner for enforcement of sections 179.87 to 179.8757; and

163.14 (2) 30 percent to the individual or authorized employee representative.

163.15 (d) The right to bring an action under this subdivision shall not be impaired by private  
163.16 contract. A public enforcement action must be tried promptly, without regard to concurrent  
163.17 adjudication of a private claim for the same alleged violation.

163.18 Sec. 6. **[179.8755] RETALIATION AGAINST EMPLOYEES AND**  
163.19 **WHISTLEBLOWERS PROHIBITED.**

163.20 (a) Pursuant to section 182.669, no meat-processing employer or other person may  
163.21 discharge or discriminate against a worker because the employee has raised a concern about

172.3 Subd. 5. **Relief.** (a) In a civil action or administrative proceeding brought to enforce  
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173.2 **WHISTLEBLOWERS PROHIBITED.**

173.3 (a) Pursuant to section 182.669, no meat-processing employer or other person may  
173.4 discharge or discriminate against a worker because the worker has raised a concern about

163.22 a meatpacking operation's health and safety practices to the employer or otherwise exercised  
163.23 any right authorized under sections 182.65 to 182.674.

163.24 (b) No meat-processing employer or other person may attempt to require any worker to  
163.25 sign a contract or other agreement that would limit or prevent the worker from disclosing  
163.26 information about workplace health and safety practices or hazards, or to otherwise abide  
163.27 by a workplace policy that would limit or prevent such disclosures. Any such agreements  
163.28 or policies are hereby void and unenforceable as contrary to the public policy of this state.  
163.29 An employer's attempt to impose such a contract, agreement, or policy shall constitute an  
163.30 adverse action enforceable under section 179.875.

163.31 (c) Reporting or threatening to report a meat-processing worker's suspected citizenship  
163.32 or immigration status, or the suspected citizenship or immigration status of a family member  
164.1 of the worker, to a federal, state, or local agency because the worker exercises a right under  
164.2 sections 179.87 to 179.8757 constitutes an adverse action for purposes of establishing a  
164.3 violation of that worker's rights. For purposes of this paragraph, "family member" means a  
164.4 spouse, parent, sibling, child, uncle, aunt, niece, nephew, cousin, grandparent, or grandchild  
164.5 related by blood, adoption, marriage, or domestic partnership.

164.6 Sec. 7. [179.8756] MEATPACKING WORKER CHRONIC INJURIES AND  
164.7 WORKPLACE SAFETY.

164.8 Subdivision 1. Facility committee. (a) The meat-processing employer's ergonomics  
164.9 program under section 182.677, subdivision 2, must be developed and implemented by a  
164.10 committee of individuals who are knowledgeable of the tasks and work processes performed  
164.11 by workers at the employer's facility. The committee must include:

164.12 (1) a certified professional ergonomist;

164.13 (2) a licensed, board-certified physician, with preference given to a physician who has  
164.14 specialized experience and training in occupational medicine; and

164.15 (3) at least three workers employed in the employer's facility who have completed a  
164.16 general industry outreach course approved by the commissioner, one of whom must be an  
164.17 authorized employee representative if the employer is party to a collective bargaining  
164.18 agreement.

164.19 (b) If it is not practicable for a certified professional ergonomist or a licensed,  
164.20 board-certified physician to be a member of the committee required by paragraph (b), the  
164.21 meatpacking employer must have their ergonomics program reviewed by a certified  
164.22 professional ergonomist and a licensed, board-certified physician prior to implementation  
164.23 of the program and annually thereafter.

164.24 Subd. 2. New task and annual safety training. (a) Meat-processing employers must  
164.25 provide every worker who is assigned a new task if the worker has no previous work  
164.26 experience with training on how to safely perform the task, the ergonomic and other hazards  
164.27 associated with the task, and training on the early signs and symptoms of musculoskeletal

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173.32 authorized employee representative if the employer is party to a collective bargaining  
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164.28 injuries and the procedures for reporting them. The employer must give a worker an  
164.29 opportunity within 30 days of receiving the new task training to receive refresher training  
164.30 on the topics covered in the new task training. The employer must provide this training in  
164.31 a language and with vocabulary that the employee can understand.

164.32 (b) Meat-processing employers must provide each worker with no less than eight hours  
164.33 of safety training each year. This annual training must address health and safety topics that  
165.1 are relevant to the establishment and the worker's job assignment, such as cuts, lacerations,  
165.2 amputations, machine guarding, biological hazards, lockout/tagout, hazard communication,  
165.3 ergonomic hazards, and personal protective equipment. At least two of the eight hours of  
165.4 annual training must be on topics related to the facility's ergonomic injury prevention  
165.5 program, including the assessment of surveillance data, the ergonomic hazard prevention  
165.6 and control plan, and the early signs and symptoms of musculoskeletal disorders and the  
165.7 procedures for reporting them. The employer must provide this training in a language and  
165.8 with vocabulary that the employee can understand.

165.9 Subd. 3. **Medical services and qualifications.** (a) Meat-processing employers must  
165.10 ensure that:

165.11 (1) all first-aid providers, medical assistants, nurses, and physicians engaged by the  
165.12 employer are licensed and perform their duties within the scope of their licensed practice;

165.13 (2) medical management of musculoskeletal disorders is under direct supervision of a  
165.14 licensed physician specializing in occupational medicine who will advise on best practices  
165.15 for management and prevention of work-related musculoskeletal disorders; and

165.16 (3) medical management of musculoskeletal injuries follows the most current version  
165.17 of the American College of Occupational and Environmental Medicine practice guidelines.

165.18 (b) The coordinator may compile, analyze, and publish annually, either in summary or  
165.19 detailed form, all reports or information obtained under sections 179.87 to 179.8757,  
165.20 including information about ergonomics programs, and may cooperate with the United  
165.21 States Department of Labor in obtaining national summaries of occupational deaths, injuries,  
165.22 and illnesses. The coordinator and authorized employee representative must preserve the  
165.23 anonymity of each employee with respect to whom medical reports or information is obtained.

165.24 (c) Meat-processing employers must not institute or maintain any program, policy, or  
165.25 practice that discourages employees from reporting injuries, hazards, or safety standard  
165.26 violations, unless the employee authorizes employee's information be shared.

165.27 Subd. 4. **Pandemic protections.** (a) This subdivision applies during a public health  
165.28 emergency that involves airborne transmission.

165.29 (b) Meat-processing employers must maintain a radius of space around and between  
165.30 each worker according to the Centers for Disease Control and Prevention guidelines unless  
165.31 a nonporous barrier separates the workers. An employer may accomplish such distancing

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175.2 States Department of Labor in obtaining national summaries of occupational deaths, injuries,  
175.3 and illnesses. The coordinator and authorized employee representative must preserve the  
175.4 anonymity of each employee with respect to whom medical reports or information is obtained.

175.5 Subd. 4. **Pandemic protections.** (a) This subdivision applies during a peacetime public  
175.6 health emergency declared under section 12.31, subdivision 2, that involves airborne  
175.7 transmission.

175.8 (b) Meat-processing employers must maintain at least a six-foot radius of space around  
175.9 and between each worker unless a nonporous barrier separates the workers. An employer  
175.10 may accomplish such distancing by increasing physical space between workstations, slowing

165.32 by increasing physical space between workstations, slowing production speeds, staggering  
165.33 shifts and breaks, adjusting shift size, or a combination thereof. The employer must  
166.1 reconfigure common or congregate spaces to allow for such distancing, including lunch  
166.2 rooms, break rooms, and locker rooms. The employer must reinforce social distancing by  
166.3 allowing workers to maintain six feet of distance along with the use of nonporous barriers.

166.4 (c) Meat-processing employers must provide employees with face masks and must make  
166.5 face shields available on request. Face masks, including replacement face masks, and face  
166.6 shields must be provided at no cost to the employee. All persons present at the meatpacking  
166.7 operation must wear face masks in the facility except in those parts of the facility where  
166.8 infection risk is low because workers work in isolation.

166.9 (d) Meat-processing employers must provide all meat-processing workers with the ability  
166.10 to frequently and routinely sanitize their hands with either hand-washing or hand-sanitizing  
166.11 stations. The employer must ensure that restrooms have running hot and cold water and  
166.12 paper towels and are in sanitary condition. The employer must provide gloves to those who  
166.13 request them.

166.14 (e) Meat-processing employers must clean and regularly disinfect all frequently touched  
166.15 surfaces in the workplace, such as workstations, training rooms, machinery controls, tools,  
166.16 protective garments, eating surfaces, bathrooms, showers, and other similar areas. Employers  
166.17 must install and maintain ventilation systems that ensure unidirectional air flow, outdoor  
166.18 air, and filtration in both production areas and common areas such as cafeterias and locker  
166.19 rooms.

166.20 (f) Meat-processing employers must disseminate all required communications, notices,  
166.21 and any published materials regarding these protections in English, Spanish, and other  
166.22 languages as required for employees to understand the communication.

166.23 (g) Consistent with sections 177.253 and 177.254, meat-processing employers must  
166.24 provide adequate break time for workers to use the bathroom, wash their hands, and don  
166.25 and doff protective equipment. Nothing in this section relieves an employer of its obligation  
166.26 to comply with federal and state wage and hour laws.

166.27 (h) Meat-processing employers must provide sufficient personal protective equipment  
166.28 for each employee for each shift, plus replacements, at no cost to the employee.  
166.29 Meat-processing employers must provide training in proper use of personal protective  
166.30 equipment, safety procedures, and sanitation.

166.31 (i) Meat-processing employers must record all injuries and illnesses in the facility and  
166.32 make these records available upon request to the health and safety committee. The name,  
166.33 contact information, and occupation of an employee, and any other information that would  
166.34 reveal the identity of an employee, must be removed. The redacted records must only include,  
167.1 to the extent it would not reveal the identity of an employee, the location where the employee  
167.2 worked, the date of the injury or visit, a description of the medical treatment or first aid  
167.3 provided, and a description of the injury suffered. The employer also must make its records

175.11 production speeds, staggering shifts and breaks, adjusting shift size, or a combination thereof.  
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175.14 distancing by allowing workers to maintain six feet of distance along with the use of  
175.15 nonporous barriers.

175.16 (c) Meat-processing employers must provide employees with face masks and must make  
175.17 face shields available on request. Face masks, including replacement face masks, and face  
175.18 shields must be provided at no cost to the employee. All persons present at the meatpacking  
175.19 operation must wear face masks in the facility except in those parts of the facility where  
175.20 infection risk is low because workers work in isolation.

175.21 (d) Meat-processing employers must provide all meat-processing workers with the ability  
175.22 to frequently and routinely sanitize their hands with either hand-washing or hand-sanitizing  
175.23 stations. The employer must ensure that restrooms have running hot and cold water and  
175.24 paper towels and are in sanitary condition. The employer must provide gloves to those who  
175.25 request them.

175.26 (e) Meat-processing employers must clean and regularly disinfect all frequently touched  
175.27 surfaces in the workplace, such as workstations, training rooms, machinery controls, tools,  
175.28 protective garments, eating surfaces, bathrooms, showers, and other similar areas. Employers  
175.29 must install and maintain ventilation systems that ensure unidirectional air flow, outdoor  
175.30 air, and filtration in both production areas and common areas such as cafeterias and locker  
175.31 rooms.

175.32 (f) Meat-processing employers must disseminate all required communications, notices,  
175.33 and any published materials regarding these protections in English, Spanish, and other  
175.34 languages as required for employees to understand the communication.

176.1 (g) Consistent with sections 177.253 and 177.254, meat-processing employers must  
176.2 provide adequate break time for workers to use the bathroom, wash their hands, and don  
176.3 and doff protective equipment. Nothing in this subdivision relieves an employer of its  
176.4 obligation to comply with federal and state wage and hour laws.

176.5 (h) Meat-processing employers must provide sufficient personal protective equipment  
176.6 for each employee for each shift, plus replacements, at no cost to the employee.  
176.7 Meat-processing employers must provide training in proper use of personal protective  
176.8 equipment, safety procedures, and sanitation.

176.9 (i) Meat-processing employers must record all injuries and illnesses in the facility and  
176.10 make these records available upon request to the health and safety committee. The name,  
176.11 contact information, and occupation of an employee, and any other information that would  
176.12 reveal the identity of an employee, must be removed. The redacted records must only include,  
176.13 to the extent it would not reveal the identity of an employee, the location where the employee  
176.14 worked, the date of the injury or visit, a description of the medical treatment or first aid  
176.15 provided, and a description of the injury suffered. The employer also must make its records

167.4 available to the commissioner, and where there is a collective bargaining agreement, to the  
167.5 authorized bargaining representative.

167.6 (j) Except for paragraphs (f) and (g), this section shall be enforced by the commissioner  
167.7 under sections 182.66 and 182.661. A violation of this section is subject to the penalties  
167.8 provided under section 182.666. Paragraphs (f) and (g) are enforceable by the commissioner  
167.9 as described in section 179.875, subdivision 2.

167.10 (k) This subdivision may also be enforced as described in section 179.875, subdivisions  
167.11 3 to 6.

167.12 **Sec. 8. [179.8757] NOTIFICATION REQUIRED.**

167.13 (a) Meat-processing employers must provide written information and notifications about  
167.14 employee rights under section 179.86 and sections 179.87 to 179.8757 to workers in their  
167.15 language of fluency at least annually. If a worker is unable to understand written information  
167.16 and notifications, the employer must provide such information and notices orally in the  
167.17 worker's language of fluency.

167.18 (b) The coordinator must notify covered employers of the provisions of sections 179.87  
167.19 to 179.8757 and any recent updates at least annually.

167.20 (c) The coordinator must place information explaining sections 179.87 to 179.8757 on  
167.21 the Department of Labor and Industry's website in at least English, Spanish, and any other  
167.22 language that at least ten percent of meat-processing workers communicate in fluently. The  
167.23 coordinator must also make the information accessible to persons with impaired visual  
167.24 acuity.

167.25 **Sec. 9. Minnesota Statutes 2022, section 182.654, subdivision 11, is amended to read:**

167.26 **Subd. 11. Refusal to work under dangerous conditions.** An employee acting in good  
167.27 faith has the right to refuse to work under conditions which the employee reasonably believes  
167.28 present an imminent danger of death or serious physical harm to the employee.

167.29 A reasonable belief of imminent danger of death or serious physical harm includes but  
167.30 is not limited to a reasonable belief of the employee that the employee has been assigned  
167.31 to work in an unsafe or unhealthful manner with a hazardous substance, harmful physical  
167.32 agent or infectious agent.

168.1 An employer may not discriminate against an employee for a good faith refusal to  
168.2 perform assigned tasks if the employee has requested that the employer correct the hazardous  
168.3 conditions but the conditions remain uncorrected.

176.16 available to the commissioner, and where there is a collective bargaining agreement, to the  
176.17 authorized bargaining representative.

176.18 (j) Except for paragraphs (f) and (g), this subdivision shall be enforced by the  
176.19 commissioner under sections 182.66 and 182.661. A violation of this subdivision is subject  
176.20 to the penalties provided under section 182.666. Paragraphs (f) and (g) are enforceable by  
176.21 the commissioner as described in section 179.875, subdivision 2.

176.22 (k) The entirety of this subdivision may also be enforced as described in section 179.875,  
176.23 subdivisions 3 to 6.

176.24 **EFFECTIVE DATE.** This section is effective November 1, 2023, except subdivision  
176.25 4, which is effective July 1, 2023.

176.26 **Sec. 8. [179.8757] NOTIFICATION REQUIRED.**

176.27 (a) Meat-processing employers must provide written information and notifications about  
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176.31 worker's language of fluency.

176.32 (b) The coordinator must notify covered employers of the provisions of sections 179.87  
176.33 to 179.8757 and any recent updates at least annually.

177.1 (c) The coordinator must place information explaining sections 179.87 to 179.8757 on  
177.2 the Department of Labor and Industry's website in at least English, Spanish, and any other  
177.3 language that at least ten percent of meat-processing workers communicate in fluently. The  
177.4 coordinator must also make the information accessible to persons with impaired visual  
177.5 acuity.

177.6 **EFFECTIVE DATE.** This section is effective November 1, 2023.

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177.10 present an imminent danger of death or serious physical harm to the employee.

177.11 A reasonable belief of imminent danger of death or serious physical harm includes but  
177.12 is not limited to a reasonable belief of the employee that the employee has been assigned  
177.13 to work in an unsafe or unhealthful manner with a hazardous substance, harmful physical  
177.14 agent or infectious agent.

177.15 An employer may not discriminate against an employee for a good faith refusal to  
177.16 perform assigned tasks if the employee has requested that the employer correct the hazardous  
177.17 conditions but the conditions remain uncorrected.

168.4 An employee who has refused in good faith to perform assigned tasks and who has not  
168.5 been reassigned to other tasks by the employer shall, in addition to retaining a right to  
168.6 continued employment, receive pay for the tasks which would have been performed if (1)  
168.7 the employee requests the commissioner to inspect and determine the nature of the hazardous  
168.8 condition, and (2) the commissioner determines that the employee, by performing the  
168.9 assigned tasks, would have been placed in imminent danger of death or serious physical  
168.10 harm.

168.11 Additionally, an administrative law judge may order, in addition to the relief found in  
168.12 section 182.669:

168.13 (1) reinstatement of the worker to the same position held before any adverse personnel  
168.14 action or to an equivalent position, reinstatement of full fringe benefits and seniority rights,  
168.15 and compensation for unpaid wages, benefits and other remuneration, or front pay in lieu  
168.16 of reinstatement; and

168.17 (2) compensatory damages payable to the aggrieved worker equal to the greater of \$5,000  
168.18 or twice the actual damages, including unpaid wages, benefits and other remuneration, and  
168.19 punitive damages.

177.18 An employee who has refused in good faith to perform assigned tasks and who has not  
177.19 been reassigned to other tasks by the employer shall, in addition to retaining a right to  
177.20 continued employment, receive pay for the tasks which would have been performed if (1)  
177.21 the employee requests the commissioner to inspect and determine the nature of the hazardous  
177.22 condition, and (2) the commissioner determines that the employee, by performing the  
177.23 assigned tasks, would have been placed in imminent danger of death or serious physical  
177.24 harm.

177.25 Additionally, an administrative law judge may order, in addition to the relief found in  
177.26 section 182.669:

177.27 (1) reinstatement of the worker to the same position held before any adverse personnel  
177.28 action or to an equivalent position; reinstatement of full fringe benefits and seniority rights;  
177.29 compensation for unpaid wages, benefits, and other remuneration; or front pay in lieu of  
177.30 reinstatement; and

177.31 (2) compensatory damages payable to the aggrieved worker equal to the greater of \$5,000  
177.32 or twice the actual damages, including unpaid wages, benefits, and other remuneration and  
177.33 punitive damages.