

ARTICLE 13

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.

Subd. 6. Meatpacking operation. "Meatpacking operation" or "meat-processing employer" means a business in which slaughtering, butchering, meat canning, meatpacking, meat manufacturing, poultry canning, poultry packing, poultry manufacturing, pet food manufacturing, egg production, processing of meatpacking products, or rendering occurs. Meatpacking operation or meat-processing employer does not mean a grocery store, deli, restaurant, or other business preparing meat or poultry products for immediate consumption.

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

Subd. 8. Public health emergency. "Public health emergency" means a peacetime emergency declared by the governor under section 12.31, a federal public health emergency

203.1 declared by the secretary of the Department of Health and Human Services, or a national
203.2 emergency declared by the president due to infectious disease or another significant threat
203.3 to public health.

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

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

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

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

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

203.19 (a) A meat-processing worker has a right to refuse to work under conditions that the
203.20 worker reasonably believes would expose the worker, other workers, or the public to an
203.21 unreasonable risk of illness or injury, or exposure to illness or injury, including the infectious
203.22 disease known as COVID-19.

203.23 (b) A meat-processing employer must not discriminate or take adverse action against
203.24 any worker for a good faith refusal to work if the worker has requested that the employer
203.25 correct a hazardous condition and that condition remains uncorrected.

203.26 (c) A meat-processing worker who has refused in good faith to work under paragraph
203.27 (a) or (b) and who has not been reassigned to other work by the meat-processing employer
203.28 must, in addition to retaining a right to continued employment, continue to be paid by the
203.29 employer for the hours that would have been worked until such time as the meat-processing
203.30 employer can demonstrate that the condition has been remedied.

204.1 Sec. 5. [179.875] ENFORCEMENT AND COMPLIANCE.

204.2 Subdivision 1. Administrative enforcement. The coordinator, either on the coordinator's
204.3 initiative or in response to a complaint, may inspect a meatpacking operation and subpoena
204.4 records and witnesses. If a meat-processing employer does not comply with the coordinator's
204.5 inspection, the coordinator may seek relief as provided in this section.

204.6 Subd. 2. Compliance authority. The commissioner of labor and industry may issue a
204.7 compliance order under section 177.27, subdivision 4, requiring an employer to comply
204.8 with sections 179.87 to 179.8757.

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

204.15 Subd. 4. Other government enforcement. The attorney general may enforce sections
204.16 179.87 to 179.8757 under section 8.31. A city or county attorney may also enforce these
204.17 sections. Such law enforcement agencies may inspect meatpacking operations and subpoena
204.18 records and witnesses and, where such agencies determine that a violation has occurred,
204.19 may bring a civil action as provided in this section.

204.20 Subd. 5. Relief. (a) In a civil action or administrative proceeding brought to enforce
204.21 sections 179.87 to 179.8757, the court or coordinator must order relief as provided in this
204.22 subdivision.

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

204.24 (1) an injunction to order compliance and restrain continued violations, including through
204.25 a stop work order or business closure;

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

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

204.30 (c) For any violation of section 179.872:

204.31 (1) reinstatement of the worker to the same position held before any adverse personnel
204.32 action or to an equivalent position, reinstatement of full fringe benefits and seniority rights,

205.1 and compensation for unpaid wages, benefits and other remuneration, or front pay in lieu
205.2 of reinstatement; and

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

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

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

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

205.15 (1) 70 percent to the commissioner for enforcement of sections 179.87 to 179.8757; and

205.16 (2) 30 percent to the individual or authorized employee representative.

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

205.20 Sec. 6. **[179.8755] RETALIATION AGAINST EMPLOYEES AND**
205.21 **WHISTLEBLOWERS PROHIBITED.**

205.22 (a) No meat-processing employer or other person may discriminate or take adverse
205.23 action against any worker or other person who raises a concern about meatpacking operation
205.24 health and safety practices or hazards to the employer, the employer's agent, other workers,
205.25 a government agency, or to the public, including through print, online, social, or any other
205.26 media.

205.27 (b) If an employer or other person takes adverse action against a worker or other person
205.28 within 90 days of the worker's or person's engagement or attempt to engage in activities
205.29 protected by sections 179.87 to 179.8757, such conduct raises a presumption that the action
205.30 is retaliatory. The presumption may be rebutted by clear and convincing evidence that the
205.31 action was taken for other permissible reasons.

206.1 (c) No meat-processing employer or other person may attempt to require any worker to
206.2 sign a contract or other agreement that would limit or prevent the worker from disclosing
206.3 information about workplace health and safety practices or hazards, or to otherwise abide
206.4 by a workplace policy that would limit or prevent such disclosures. Any such agreements
206.5 or policies are hereby void and unenforceable as contrary to the public policy of this state.
206.6 An employer's attempt to impose such a contract, agreement, or policy shall constitute an
206.7 adverse action enforceable under sections 179.87 to 179.8757.

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

206.15 (e) Any worker who brings a complaint under sections 179.87 to 179.8757 and suffers
206.16 retaliation is entitled to treble damages in addition to lost pay and recovery of attorney fees
206.17 and costs.

206.18 (f) Any company who is found to have retaliated against a food processing worker must
206.19 pay a fine of up to \$5,000 to the commissioner.

206.20 **Sec. 7. [179.8756] MEATPACKING WORKER CHRONIC INJURIES AND**
206.21 **WORKPLACE SAFETY.**

206.22 Subdivision 1. **Safe worker program required; facility committee.** (a) Meat-processing
206.23 employers must adopt a safe worker program as part of the employer's work accident and
206.24 injury reduction program to minimize and prevent musculoskeletal disorders. For purposes
206.25 of this section, "musculoskeletal disorders" includes carpal tunnel syndrome, tendinitis,
206.26 rotator cuff injuries, trigger finger, epicondylitis, muscle strains, and lower back injuries.

206.27 (b) The meat-processing employer's safe worker program must be developed and
206.28 implemented by a committee of individuals who are knowledgeable of the tasks and work
206.29 processes performed by workers at the employer's facility. The committee must include:

206.30 (1) a certified professional ergonomist;

206.31 (2) a licensed, board-certified physician, with preference given to a physician who has
206.32 specialized experience and training in occupational medicine, or if it is not practicable for
206.33 a physician to be a member of the committee, the employer must ensure that its safe worker

207.1 program is reviewed and approved by a licensed, board-certified physician, with preference
207.2 given to a physician who has specialized experience and training in occupational medicine;
207.3 and

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

207.8 Subd. 2. **Program elements.** (a) The committee must establish written procedures to
207.9 identify ergonomic hazards and contributing risk factors, which must include:

207.10 (1) the ergonomic assessment tools used to measure ergonomic hazards;

207.11 (2) all jobs where the committee has an indication or knowledge that ergonomic hazards
207.12 may exist; and

207.13 (3) workers who perform the same job or a sample of workers in that job who have the
207.14 greatest exposure to the ergonomic hazard.

207.15 (b) The committee must conduct ergonomic assessments to identify hazards and
207.16 contributing risk factors; review all surveillance data at least quarterly to identify ergonomic
207.17 hazards and contributing risk factors; and maintain records of the hazard identification
207.18 process, which, at a minimum, must include the completed ergonomic assessment tools,
207.19 the results of the ergonomic assessments including the jobs and workers evaluated, and the
207.20 assessment dates.

207.21 (c) The committee must implement a written ergonomic hazard prevention and control
207.22 plan to identify and select methods to eliminate, prevent, or control the ergonomic hazards
207.23 and contributing risk factors. The plan must:

207.24 (1) set goals, priorities, and a timeline to eliminate, prevent, or control the ergonomic
207.25 hazards and contributing risk factors identified;

207.26 (2) identify the person or persons responsible for ergonomic hazard assessments and
207.27 implementation of controls;

207.28 (3) rely upon the surveillance data and the ergonomic risk assessment results; and

207.29 (4) take into consideration the severity of the risk, the numbers of workers at risk, and
207.30 the likelihood that the intervention will reduce the risk.

208.1 (d) A meat-processing employer must control, reduce, or eliminate ergonomic hazards
208.2 which lead to musculoskeletal disorders to the extent feasible by using engineering, work
208.3 practice, and administrative controls.

208.4 (e) The committee must monitor at least annually the implementation of the plan including
208.5 the effectiveness of controls and evaluate progress in meeting program goals.

208.6 Subd. 3. **New employee training.** (a) A meat-processing employer must work with the
208.7 committee to provide each new employee with information regarding:

208.8 (1) the committee and its members;

208.9 (2) the facility's hazard prevention and control plan;

208.10 (3) early signs and symptoms of musculoskeletal injuries and the procedures for reporting
208.11 them;

208.12 (4) procedures for reporting other injuries and hazards;

208.13 (5) engineering and administrative hazard controls implemented in the workplace,
208.14 including ergonomic hazard controls; and

208.15 (6) the availability and use of personal protective equipment.

208.16 (b) A meat-processing employer must work with the committee and ensure that new
208.17 workers receive safety training prior to starting a job that the worker has not performed
208.18 before. The employer must provide the safety training during working hours and compensate
208.19 the new employee at the employee's standard rate of pay. The employer also must give a
208.20 new employee an opportunity within 30 days of the employee's hire date to receive a refresher
208.21 training on the topics covered in the new worker safety training. The employer must provide
208.22 new employee training in a language and with vocabulary that the employee can understand.

208.23 Subd. 4. **New task and annual safety training.** (a) Meat-processing employers must
208.24 provide every worker who is assigned a new task if the worker has no previous work
208.25 experience with training on how to safely perform the task, the ergonomic and other hazards
208.26 associated with the task, and training on the early signs and symptoms of musculoskeletal
208.27 injuries and the procedures for reporting them. The employer must give a worker an
208.28 opportunity within 30 days of receiving the new task training to receive refresher training
208.29 on the topics covered in the new task training. The employer must provide this training in
208.30 a language and with vocabulary that the employee can understand.

208.31 (b) Meat-processing employers must provide each worker with no less than eight hours
208.32 of safety training each year. This annual training must address health and safety topics that

209.1 are relevant to the establishment, such as cuts, lacerations, amputations, machine guarding,
209.2 biological hazards, lockout/tagout, hazard communication, ergonomic hazards, and personal
209.3 protective equipment. At least two of the eight hours of annual training must be on topics
209.4 related to the facility's ergonomic injury prevention program, including the assessment of
209.5 surveillance data, the ergonomic hazard prevention and control plan, and the early signs
209.6 and symptoms of musculoskeletal disorders and the procedures for reporting them. The
209.7 employer must provide this training in a language and with vocabulary that the employee
209.8 can understand.

209.9 Subd. 5. **Attestation and record keeping.** Meat-processing employers must maintain
209.10 a written attestation dated and signed by each person who provides training and each
209.11 employee who receives training pursuant to this section. This attestation must certify that
209.12 the employer has provided training consistent with the requirements of this section. The
209.13 employer must ensure that these records are up to date and available to the commissioner,
209.14 the coordinator, and the authorized employee representative upon request.

209.15 Subd. 6. **Medical services and qualifications.** (a) Meat-processing employers must
209.16 ensure that:

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

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

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

209.24 (b) Meat-processing employers must make a record of all worker visits to medical or
209.25 first aid personnel, regardless of severity or type of illness or injury, and make these records
209.26 available to the coordinator and the authorized employee representative.

209.27 (c) Meat-processing employers must maintain records of all ergonomic injuries suffered
209.28 by workers for at least five years.

209.29 (d) The coordinator may compile, analyze, and publish annually, either in summary or
209.30 detailed form, all reports or information obtained under sections 179.87 to 179.8757,
209.31 including information about safe worker programs, and may cooperate with the United
209.32 States Department of Labor in obtaining national summaries of occupational deaths, injuries,

210.1 and illnesses. The coordinator must preserve the anonymity of each employee with respect
210.2 to whom medical reports or information is obtained.

210.3 (e) Meat-processing employers must not institute or maintain any program, policy, or
210.4 practice that discourages employees from reporting injuries, hazards, or safety standard
210.5 violations.

210.6 Subd. 7. **Rulemaking required.** The commissioner must adopt rules requiring employers
210.7 to maintain accurate records of meat-processing worker exposure to ergonomic hazards.

210.8 Subd. 8. **Pandemic protections.** (a) This subdivision applies during a peacetime public
210.9 health emergency declared under section 12.31, subdivision 2.

210.10 (b) Meat-processing employers must maintain at least a six-foot radius of space around
210.11 and between each worker. An employer may accomplish such distancing by increasing
210.12 physical space between workstations, slowing production speeds, staggering shifts and
210.13 breaks, adjusting shift size, or a combination thereof. The employer must reconfigure
210.14 common or congregate spaces to allow for such distancing, including lunch rooms, break
210.15 rooms, and locker rooms. The coordinator must reinforce social distancing by allowing
210.16 workers to maintain six feet of distance along with the use of plastic barriers.

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

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

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

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

211.4 (g) Meat-processing employers must provide adequate break time for workers to use
211.5 the bathroom, wash their hands, and don and doff protective equipment.

211.6 (h) Meat-processing employers must provide sufficient personal protective equipment
211.7 for each employee for each shift, plus replacements, at no cost to the employee.

211.8 Meat-processing employers must provide training in proper use of personal protective
211.9 equipment, safety procedures, and sanitation.

211.10 (i) As part of the meat-processing employer's accident, injury, and illness reduction
211.11 program, the employer must create a health and safety committee consisting of equal parts
211.12 company management, employees, and authorized employee representatives. The health
211.13 and safety committee must meet at least twice a year and present results to the commissioner.
211.14 If the meatpacking operation has no collective bargaining agreement, a local labor
211.15 representative must be appointed.

211.16 (j) Meat-processing employers must record all injuries and illnesses in the facility and
211.17 make these records available upon request to the health and safety committee. The employer
211.18 also must make its records available to the commissioner, and where there is a collective
211.19 bargaining agreement, to the authorized bargaining representative.

211.20 (k) Meat-processing employers must provide paid sick time for workers to recuperate
211.21 from illness or injury or to care for ill family members. For purposes of this paragraph,
211.22 "family member" includes:

211.23 (1) biological, adopted, or foster children, stepchildren, children of domestic partners
211.24 or spouses, and legal wards of workers;

211.25 (2) biological parents, stepparents, foster parents, adoptive parents, or legal guardians
211.26 of a worker or a worker's spouse or domestic partner;

211.27 (3) a worker's legally married spouse or domestic partner as registered under the laws
211.28 of any state or political subdivision;

211.29 (4) a worker's grandparent, whether from a biological, step-, foster, or adoptive
211.30 relationship;

211.31 (5) a worker's grandchild, whether from a biological, step-, foster, or adoptive
211.32 relationship;

- 212.1 (6) a worker's sibling, whether from a biological, step-, foster, or adoptive relationship;
212.2 and
- 212.3 (7) any other individual related by blood or affinity to the worker whose association
212.4 with the worker is the equal of a family relationship.
- 212.5 (l) All meat-processing workers must accrue at least one hour of paid sick time for every
212.6 30 hours worked. For purposes of this paragraph, paid sick time means time that is
212.7 compensated at the same hourly rate, including the same benefits, as is normally earned by
212.8 the worker.
- 212.9 (m) Meat-processing employers may provide all paid sick time a worker is expected to
212.10 accrue at the beginning of the year or at the start of the worker's employment.
- 212.11 (n) Meat-processing employers must carry an employee's earned paid sick time over
212.12 into the following calendar year. If a worker does not wish to carry over sick time, the
212.13 meat-processing employer must pay the worker for accrued sick time. If a worker chooses
212.14 to receive pay in lieu of carried-over sick time, the employer must provide the worker with
212.15 an amount of paid sick time that meets or exceeds the requirements of sections 179.87 to
212.16 179.8757, to be available for the worker's immediate use at the start of the following calendar
212.17 year.
- 212.18 (o) Meat-processing employers must maintain records for at least three years showing
212.19 hours worked and paid sick time accrued and used by workers. Employers must allow the
212.20 commissioner and coordinator access to these records in order to ensure compliance with
212.21 the requirements of sections 179.87 to 179.8757.
- 212.22 (p) If a meat-processing employer transfers a worker to another division or location of
212.23 the same meat-processing employer, the worker is entitled to all earned paid sick time
212.24 accrued in the worker's previous position. If a worker is separated from employment and
212.25 rehired within one year by the same meat-processing employer, the meat-processing employer
212.26 must reinstate the worker's earned sick time to the level accrued by the worker as of the
212.27 date of separation.
- 212.28 (q) If a meat-processing employer is succeeded by a different employer, all workers of
212.29 the original employer are entitled to all earned paid sick time they accrued when employed
212.30 by the original employer.
- 212.31 (r) Meat-processing employers must not require workers to find or search for a
212.32 replacement worker to take the place of the worker as a condition of the worker using paid
212.33 sick time.

213.1 (s) Meat-processing employers must not require workers to disclose details of private
213.2 matters as a condition of using paid sick time, including details of a worker or family
213.3 member's illness, domestic violence, sexual abuse or assault, or stalking and harassment.
213.4 If the employer does possess such information, it must be treated as confidential and not
213.5 disclosed without the express permission of the worker.

213.6 (t) Meat-processing employers must provide workers written notice of their rights and
213.7 the employer's requirements under this section at the time the worker begins employment.
213.8 This notice must be provided in English, Spanish, or the employee's language of fluency.
213.9 The amount of paid sick time a worker has accrued, the amount of paid sick time a worker
213.10 has used during the current year, and the amount of pay the worker has received as paid
213.11 sick time must be recorded on or attached to the worker's paycheck. Meat-processing
213.12 employers must display a poster in a conspicuous location in each facility where workers
213.13 are employed that displays the information required under this paragraph. The poster must
213.14 be displayed in English and any language of fluency that is read or spoken by at least five
213.15 percent of the employer's workers.

213.16 (u) Nothing in this subdivision shall be construed to:

213.17 (1) prohibit or discourage an employer from adopting or retaining a paid sick time policy
213.18 that is more generous than the one provided in this subdivision;

213.19 (2) diminish the obligation of an employer to comply with a collective bargaining
213.20 agreement, or any other contract that provides more generous paid sick time to a worker
213.21 than provided for in this subdivision; or

213.22 (3) override any provision of local law that provides greater rights for paid sick time
213.23 than is provided for in this subdivision.

213.24 Subd. 9. **Small processor exemption.** Meat-processing operations having 50 or fewer
213.25 employees are exempt from the requirements of this section.

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

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

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

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