

1.1 ..... moves to amend H.F. No. 19 as follows:

1.2 Page 1, after line 24, insert:

1.3 "Sec. 2. Minnesota Statutes 2022, section 181.9436, is amended to read:

1.4 **181.9436 POSTING OF LAW.**

1.5 The Division of Labor Standards and Apprenticeship shall develop, with the assistance  
1.6 of interested business and community organizations, an educational poster stating employees'  
1.7 rights under sections 181.940 to ~~181.9436~~ 181.9448. The department shall make the poster  
1.8 available, upon request, to employers for posting on the employer's premises."

1.9 Page 3, line 9, delete "(1)"

1.10 Page 3, line 11, before "and" insert "advanced practice registered nurses, mental health  
1.11 professionals,"

1.12 Page 3, line 12, delete everything after "personnel" and insert a period

1.13 Page 3, delete lines 13 to 15

1.14 Page 3, delete subdivision 10

1.15 Renumber the subdivisions in sequence

1.16 Page 4, line 11, delete everything after the period

1.17 Page 4, delete lines 12 to 16

1.18 Page 4, line 20, delete "an amount" and insert "the maximum annual accrual"

1.19 Page 4, line 21, after "time" insert "for the year"

1.20 Page 5, line 30, delete "health"

1.21 Page 6, after line 8 insert:

2.1 "For the purposes of this subdivision, a public emergency shall include a declared  
2.2 emergency as defined in section 12.03 or a declared local emergency under section 12.29."

2.3 Page 7, line 19, delete "take retaliatory personnel" and insert "discharge, discipline,  
2.4 penalize, interfere with, threaten, restrain, coerce, or otherwise retaliate or discriminate"

2.5 Page 7, line 20, delete "action"

2.6 Page 7, line 24, delete the first "or"

2.7 Page 7, line 25, before the period, insert ", or is or was participating in any manner in  
2.8 an investigation, proceeding, or hearing under this chapter"

2.9 Page 7, line 29, delete everything after "to" and insert "report or threaten to report the  
2.10 actual or suspected citizenship or immigration status of a person or their family member to  
2.11 a federal, state, or local agency"

2.12 Page 7, line 30, delete everything before "any" and insert "for exercising or attempting  
2.13 to exercise" and delete "A"

2.14 Page 7, delete lines 31 and 32 and insert:

2.15 "(d) A person need not explicitly refer to this act or the rights enumerated herein to be  
2.16 protected from retaliatory personnel actions."

2.17 Page 8, line 1, delete "after leave" and before "An" insert "(a) During any use of earned  
2.18 sick and safe time, the employer must maintain coverage under any group insurance policy,  
2.19 group subscriber contract, or health care plan for the employee and any dependents, as if  
2.20 the employee was not using earned sick and safe time, provided, however, that the employee  
2.21 must continue to pay any employee share of the cost of such benefits. (b)"

2.22 Page 8, line 20, delete "other appropriate" and insert "the primary language of the  
2.23 employee, as identified by the employee,"

2.24 Page 8, line 21, delete "languages"

2.25 Page 8, line 31, delete everything after the period

2.26 Page 8, delete lines 32 and 33

2.27 Page 14, line 11, delete "In addition to any other remedies provided by law, a"

2.28 Page 14, delete lines 12 and 13

2.29 Page 14, line 14, delete everything before "An"

2.30 Page 14, line 15, delete everything after "under" and insert "section 181.944 for"

3.1 Page 14, line 16, before "that" insert "must be commenced within three years of the  
3.2 violation"

3.3 Page 15, after line 10, insert:

3.4 "Sec. 5. Minnesota Statutes 2022, section 181.944, is amended to read:

3.5 **181.944 INDIVIDUAL REMEDIES.**

3.6 In addition to any other remedies provided by law, a person injured by a violation of  
3.7 sections 181.172, paragraph (a) or (d), ~~and~~ 181.939 to 181.943, and 181.9445 to 181.9448  
3.8 may bring a civil action to recover any and all damages recoverable at law, together with  
3.9 costs and disbursements, including reasonable attorney's fees, and may receive injunctive  
3.10 and other equitable relief as determined by a court."

3.11 Renumber the sections and subdivisions in sequence and correct the internal references

3.12 Amend the title accordingly