

HOUSE RESEARCH

Bill Summary

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Section

1 Workplace communications.

Subd. 1. Definitions. Provides definitions of:

- employer as any person, business entity, or nonprofit organization, including the state or its political subdivisions, having at least one employee;
- employee as any person who performs services for hire in Minnesota for an employer excluding independent contractors;
- communication as any printed or electronic document, letter, brochure, flyer, advertisement, e-mail, text message, or similar means pertaining to union business or labor organizing; and
- employee organization or labor organization under the statutory definitions in sections 179 and 179A.

Subd. 2. Prohibited Practice. Prohibits an employer from refusing to hire a person, or disciplining or discharging an employee because the person has communicated with an employee organization or labor organization. An employer is also prohibited from barring an employee from receiving communications from an employee organization at their work location, work mailbox, employee break room or meal area or on an employee work computer. Permits reasonable rules regulating quantity, inappropriate content, attachments to email, use of work time. Permits employers to

Section

discipline or discharge employees for violations of rules.

Subd. 3. Remedy. Provides that the remedy for violations of this section is the applicable grievance procedure. Damages are limited to the greater of lost wages and benefits.