

HOUSE RESEARCH

Bill

Summary

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Workplace communications.

Subd. 1. Definitions. Provides definitions of:

- employer as any person, business entity, or non profit 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; 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. An employer is permitted to establish reasonable rules for reviewing these communications during break or nonworking time.

Subd. 3. Remedy. Provides remedies for violations of this section to include any applicable grievance procedure if there is a collective bargaining agreement in place, or through a civil action for damages. Damages are limited to the greater of lost wages and benefits, the costs of the organization in producing the communication, or \$1,000, plus court costs and reasonable attorney fees.