

HOUSE RESEARCH

Bill Summary

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Overview

This bill clarifies the language in statute regarding certificates of compliance issued by the Department of Human Rights for affirmative action plans and requires a certificate of compliance for businesses located outside Minnesota. The law for the Met Council on certificates of compliance for affirmative action plans is updated with the same changes.

Section

- 1** **Scope of application.** Clarifies that the provisions of the Minnesota Human Rights Act that require an affirmative action certificate of compliance to enter into contracts with the state for more than \$100,000 apply in the same manner to both in-state and out-of-state businesses and allow the state to accept a bid or proposal while a certificate of compliance is applied for and pending. This section requires the certificate of compliance to be issued by the commissioner of the Department of Human Rights before the contract can be executed. The law applies to businesses located in Minnesota or elsewhere that have more than 40 full-time employees during the preceding 12 months, allows the certificate to remain valid for four years, and encourages, but does not require, municipalities to have an affirmative action plan.
- 2** **Rules.** Clarifies that the commissioner will issue a certificate of compliance on affirmative action to a business that is approved by another government entity, including the federal government or a local government, when the affirmative action plan addresses the employment of disabled persons under the Minnesota Human Rights Act.
- 3** **Certificates for compliance for contracts.** Clarifies the affirmative action certificate of compliance statute for the Met Council and makes the language consistent with the state

Section

requirements as amended by section 1 and 2 of the bill for businesses under the Minnesota Human Rights Act. The Met Council requirements apply to contracts with businesses having more than 40 employees in the previous 12 months and for contracts valued at more than \$100,000. The certificate of compliance requirement applies to contracts with the Met Council as well as the Metropolitan Mosquito Control Commission, Metropolitan Airports Commission, and Metropolitan Sports Facilities Commission.