

Subject Employer-sponsored meetings and communications

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Overview

This bill adds a section of law prohibiting employers from requiring attendance, participation, or receipt of information by employees in employer-sponsored meetings or communications related to religious or political matters.

Summary

Section Description

1 **Employer-sponsored meetings or communication.**

Subd. 1. Prohibition. Prohibits an employer from firing, disciplining, or otherwise penalizing an employee in their employment because the employee declines to attend, participate, or listen to an employer-sponsored meeting or communication on religious or political matters, as a way to compel the employee's involvement, or for reporting a violation of this section in good faith.

Subd. 2. Remedies. Allows an employee aggrieved by a violation of this section to bring a civil action in district court and provides the relief that may be granted.

Subd. 3. Notice. Requires an employer to post notice of the requirements under this section within 30 days of its enactment.

Subd. 4. Scope. Does not prohibit employer communications that are required by law, providing information to employees that is necessary to their job duties, or employer-sponsored meetings or communications on religious or political matters or speech where the employee's participation is wholly voluntary.

Subd. 5. Definitions. Defines "political matters" and "religious matters" as those terms are used in this section.

This section is effective the day following final enactment.