

1.1 **Senator McEwen from the Committee on Labor, to which was referred**

1.2 **S.F. No. 1018:** A bill for an act relating to labor and industry; modifying employer
1.3 retaliation provisions; modifying pregnancy accommodations; amending Minnesota Statutes
1.4 2022, sections 181.03, subdivision 6; 181.172; 181.932, subdivision 1; 181.939; 181.940,
1.5 subdivisions 2, 3; 181.941, subdivision 3; 181.9413; 181.942; 181.9436; 181.945, subdivision
1.6 3; 181.9456, subdivision 3; 181.956, subdivision 5; 181.964.

1.7 Reports the same back with the recommendation that the bill be amended as follows:

1.8 Page 1, after line 16, insert:

1.9 "Sec. 2. Minnesota Statutes 2022, section 181.06, subdivision 2, is amended to read:

1.10 Subd. 2. **Payroll deductions.** A written contract may be entered into between an employer
1.11 and an employee wherein the employee authorizes the employer to make payroll deductions
1.12 for the purpose of paying union dues, premiums of any life insurance, hospitalization and
1.13 surgical insurance, group accident and health insurance, group term life insurance, group
1.14 annuities or contributions to credit unions or a community chest fund, a local arts council,
1.15 a local science council or a local arts and science council, or Minnesota benefit association,
1.16 a federally or state registered political action committee, membership dues of a relief
1.17 association governed by sections 424A.091 to 424A.096 or Laws 2013, chapter 111, article
1.18 5, sections 31 to 42, contributions to a nonprofit organization that is tax exempt under section
1.19 501(c) of the Internal Revenue Code, or participation in any employee stock purchase plan
1.20 or savings plan for periods longer than 60 days, including gopher state bonds established
1.21 under section 16A.645. An employer must make payroll deductions to an organization under
1.22 this subdivision when requested by five or more employees.

1.23 **EFFECTIVE DATE.** This section is effective July 1, 2023."

1.24 Page 2, after line 24, insert:

1.25 "Sec. 4. Minnesota Statutes 2022, section 181.275, subdivision 1, is amended to read:

1.26 Subdivision 1. **Definitions.** For purposes of this section, the following terms have the
1.27 meanings given them:

1.28 (1) "emergency" means a period when replacement staff are not able to report for duty
1.29 for the next shift or increased patient need, because of unusual, unpredictable, or unforeseen
1.30 circumstances such as, but not limited to, an act of terrorism, a disease outbreak, adverse
1.31 weather conditions, or natural disasters which impact continuity of patient care;

1.32 (2) "normal work period" means 12 or fewer consecutive hours consistent with a
1.33 predetermined work shift;

2.1 (3) "nurse" has the meaning given in section 148.171, subdivision 9, and includes nurses
2.2 employed by the state of Minnesota; and

2.3 (4) "taking action against" means discharging; disciplining; penalizing; interfering with;
2.4 threatening; restraining; coercing; reporting to the Board of Nursing; or otherwise retaliating
2.5 or discriminating against; ~~or penalizing~~ regarding compensation, terms, conditions, location,
2.6 or privileges of employment.

2.7 **EFFECTIVE DATE.** This section is effective July 1, 2023."


2.8 Renumber the sections in sequence

2.9 Amend the title as follows:

2.10 Page 1, line 2, after "provisions;" insert "authorizing payroll deductions for contributions
2.11 to nonprofit organizations;"

2.12 Amend the title numbers accordingly

2.13 And when so amended the bill do pass. Amendments adopted. Report adopted.

2.14 
2.15
(Committee Chair)

2.16 February 28, 2023.....
2.17 (Date of Committee recommendation)