

SF2476 - 0 - Employer-Sponsored Meetings or Communication

Chief Author: **Zaynab Mohamed**
 Committee: **Labor**
 Date Completed: **3/19/2023 11:09:58 AM**
 Lead Agency: **Labor and Industry Dept**
 Other Agencies:
 Supreme Court

State Fiscal Impact	Yes	No
Expenditures		X
Fee/Departmental Earnings		X
Tax Revenue		X
Information Technology		X
Local Fiscal Impact		X

This table shows direct impact to state government only. Local government impact, if any, is discussed in the narrative. Reductions shown in the parentheses.

State Cost (Savings)	Biennium			Biennium		
	Dollars in Thousands	FY2023	FY2024	FY2025	FY2026	FY2027
State Total						
	Total	-	-	-	-	-
	Biennial Total			-		-

Full Time Equivalent Positions (FTE)	Biennium			Biennium		
		FY2023	FY2024	FY2025	FY2026	FY2027
	Total	-	-	-	-	-

Lead LBO Analyst's Comment

I have reviewed this fiscal note for reasonableness of content and consistency with the LBO's Uniform Standards and Procedures.

LBO Signature: Karl Palm **Date:** 3/19/2023 11:09:58 AM
Phone: 651-296-6055 **Email:** karl.palm@lbo.mn.gov

State Cost (Savings) Calculation Details

This table shows direct impact to state government only. Local government impact, if any, is discussed in the narrative. Reductions are shown in parentheses.

*Transfers In/Out and Absorbed Costs are only displayed when reported.

State Cost (Savings) = 1-2		Biennium			Biennium	
Dollars in Thousands		FY2023	FY2024	FY2025	FY2026	FY2027
Total		-	-	-	-	-
Biennial Total				-		-
1 - Expenditures, Absorbed Costs*, Transfers Out*						
Total		-	-	-	-	-
Biennial Total				-		-
2 - Revenues, Transfers In*						
Total		-	-	-	-	-
Biennial Total				-		-

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		FY2023	FY2024	FY2025	FY2026	FY2027
Total	-	-	-	-	-	-

LBO Analyst's Comment

I have reviewed this fiscal note for reasonableness of content and consistency with the LBO's Uniform Standards and Procedures.

LBO Signature: Karl Palm **Date:** 3/19/2023 11:09:38 AM
Phone: 651-296-6055 **Email:** karl.palm@lbo.mn.gov

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Dollars in Thousands	FY2023	FY2024	FY2025	FY2026	FY2027	
Total	-	-	-	-	-	-
Biennial Total			-			-
1 - Expenditures, Absorbed Costs*, Transfers Out*						
Total	-	-	-	-	-	-
Biennial Total			-			-
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Total	-	-	-	-	-	-
Biennial Total			-			-

Bill Description

Section 1 creates the employer-sponsored meetings or communication statute.

Subdivision 1 prohibits an employer from taking adverse employment action against an employee: (1) for declining to participate in an employer-sponsored meeting or receive employer communications about the employer’s religious or political opinions; (2) as a means to induce the employee to participate in an employer-sponsored meeting or receive employer communications about the employer’s religious or political opinions; or (3) because the employee makes a good faith report of the adverse employment action.

Subdivision 2 provides that an employee aggrieved by a violation of subdivision 1 can file a civil action within 90 days of the alleged violation in district court and can seek injunctive relief, reinstatement, backpay, and other remedies, as well as attorney fees and costs.

Subdivision 3 requires employers to post a notice of employee rights under the employer-sponsored meetings or communication statute.

Subdivision 4 establishes the employer-sponsored meetings or communication statute does not: (1) prohibit communications an employer is required to communicate; (2) limit an employer’s rights to conduct meetings or provide communications regarding religious or political matters as long as participation or receipt is voluntary; or (3) limit an employer from communicating information necessary for employees to perform their jobs.

Subdivision 5 defines political matters and religious matters.

This bill is effective the day following final enactment.

Assumptions

DLI assumes it does not have authority to enforce this statute because subdivision 2 specifies that aggrieved employees have the right to pursue a civil action for violations of the statute. As DLI does not have enforcement authority, the bill has no fiscal impact on the Department.

If inquiries are received related to this bill, DLI would guide inquirers to the new law and provide referral information for private attorneys. These inquiries would be immaterial and handled by existing staff.

Expenditure and/or Revenue Formula

NA

Long-Term Fiscal Considerations

NA

Local Fiscal Impact

NA

References/Sources

NA

Agency Contact: Jessica Grosz 651-284-5307

Agency Fiscal Note Coordinator Signature: Jacob Gaub

Phone: 652-284-5812

Date: 3/15/2023 3:00:58 PM

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SF2476 - 0 - Employer-Sponsored Meetings or Communication

Chief Author: **Zaynab Mohamed**
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 Date Completed: **3/19/2023 11:09:58 AM**
 Agency: **Supreme Court**

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Tax Revenue		X
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LBO Analyst's Comment

I have reviewed this fiscal note for reasonableness of content and consistency with the LBO's Uniform Standards and Procedures.

LBO Signature: Karen McKey **Date:** 3/14/2023 1:20:57 PM
Phone: 651-284-6429 **Email:** karen.mckey@lbo.mn.gov

State Cost (Savings) Calculation Details

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Total	-	-	-	-	-	-
Biennial Total			-			-
1 - Expenditures, Absorbed Costs*, Transfers Out*						
Total	-	-	-	-	-	-
Biennial Total			-			-
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Total	-	-	-	-	-	-
Biennial Total			-			-

Bill Description

HF2442-0 creates new law prohibiting an employer from forcing employees to attend political or religious meetings or otherwise listen to speech about politics and religion. This bill provides an employee the right to bring a civil action for injunctive relief or other remedies if an employer violates the provisions in this bill. This bill requires an employer subject to this section to post a notice of employees' rights.

Assumptions

It is assumed this bill may impact case filings by an employee against an employer in violation of this legislation.

It is not possible to estimate the number of new filings.

Expenditure and/or Revenue Formula

It is not possible to estimate how this bill may impact the number of filings, hearing times, and order writing time of judicial officers.

Long-Term Fiscal Considerations

None

Local Fiscal Impact

None

References/Sources

Agency Contact:

Agency Fiscal Note Coordinator Signature: Janet Marshall

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Date: 3/13/2023 1:34:55 PM

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