

S.F. No. 2476 – Employer-sponsored meetings or communications

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Section 1. **Employer-sponsored meetings or communication.** [181.531] Subdivision 1.

Prohibition. Prohibits an employer from firing, disciplining, or otherwise penalizing an employee 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 in those activities, or for reporting a violation of this section in good faith.

Subdivision 2. **Remedies.** Allows an aggrieved employee to bring a civil action in district court and provides the relief that may be granted.

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

Subdivision 4. **Scope.** Specifies that this section does not prohibit employer communications that are required by law, employer-sponsored meetings or communications on religious or political matters or speech where the employee’s participation is wholly voluntary, or providing information to employees that is necessary to their job duties.

Subdivision 5. **Definitions.** Provides definitions of “political matters” and “religious matters.”

Provides an **effective date** of the day following final enactment.