

1.1 Senator ..... moves to amend S.F. No. 863 as follows:

1.2 Delete everything after the enacting clause and insert:

1.3 "Section 1. Minnesota Statutes 2024, section 10A.36, is amended to read:

1.4 **10A.36 REPRISALS PROHIBITED; PENALTY.**

1.5 (a) An employer, individual, or association must not engage in economic reprisals or  
1.6 threaten loss of employment or physical coercion against an individual or association because  
1.7 of that individual's or association's political contributions or political activity, including for  
1.8 becoming a candidate for elected public office. For purposes of this section, "employer"  
1.9 has the meaning given in section 179.01, subdivision 3.

1.10 (b) This ~~subdivision~~ section does not apply to compensation for employment or loss of  
1.11 employment if the political affiliation or viewpoint of the employee is a bona fide  
1.12 occupational qualification of the employment.

1.13 (c) An individual or association injured by a violation of this section may bring a civil  
1.14 action in district court for damages, injunctive relief, costs and reasonable attorney fees,  
1.15 and any other relief the court deems just and equitable, including reinstatement of  
1.16 employment.

1.17 (d) An employer, individual, or association that violates this section is ~~guilty of~~ subject  
1.18 to a civil penalty imposed by the board of up to \$3,000. A violation of this section is a gross  
1.19 misdemeanor.

1.20 **EFFECTIVE DATE.** This section is effective August 1, 2025, and applies to violations  
1.21 committed on or after that date and to causes of action accruing on or after that date."

1.22 Delete the title and insert:

1.23 "A bill for an act  
1.24 relating to employment; clarifying prohibited reprisals for political activity;  
1.25 providing for a civil cause of action; amending Minnesota Statutes 2024, section  
1.26 10A.36."