

Senator Carlson from the Committee on Elections, to which was referred

S.F. No. 863: A bill for an act relating to employment; clarifying prohibited reprisals for political activity; amending Minnesota Statutes 2024, section 10A.36.

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

Delete everything after the enacting clause and insert:

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

10A.36 REPRISALS PROHIBITED; PENALTY.

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

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

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


(d) An employer, individual, or association that violates this section is guilty of a gross misdemeanor.

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

Delete the title and insert:

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

And when so amended the bill do pass and be re-referred to the Committee on Judiciary and Public Safety. Amendments adopted. Report adopted.


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(Committee Chair)

2.1	February 11, 2025.....
2.2	(Date of Committee recommendation)