



February 10, 2025

Dear Senator Mathews and State and Local Government Committee Members,

I am writing in regard to Senator Mathew's Senate File 475, which seeks to add protections for public employees against retaliation. We are grateful for the interest in the topic and hope to provide clarification and context on how state agency employees are already protected from retaliation under current state policy.

Minnesota Statutes 43A.38 establishes a Code of Ethics for Employees in the Executive Branch and directs the Commissioners of Management and Budget and Administration to issue an accompanying statewide policy. This takes the form of [HR/LR Policy #1445 Code of Ethical Conduct](#). In addition to establishing clear responsibilities for employees, agency heads, managers, supervisors and MMB, the policy also includes the following section on non-retaliation:

Retaliation is strictly prohibited against any person who in good faith reports violations of this policy, significant internal control weaknesses, theft, embezzlement, or unlawful use of public funds or property to the agency, MMB, the Office of Legislative Auditor (OLA), or law enforcement authorities, or who participates in an investigation of such reports. Retaliation also includes conduct or communication designed to prevent a person from making reports or participating in an investigation. Retaliation will not be tolerated. Any employee who is found to have engaged in retaliation in violation of this policy may be subject to disciplinary action, up to and including discharge.

State agency employees must complete an annual training on the Code of Ethical Conduct which includes content covering this prohibition on retaliation.

If at any point committee members become aware of any allegations of retaliation against a state agency employee who has made a good faith report of violations of the policy, I would strongly encourage you to bring it to the attention of the relevant agency human resources office, agency ethics officer or MMB Deputy Commissioner for Enterprise Employee Resources Blake Chaffee at Blake.Chaffee@state.mn.us or (651) 259-3721.

Sincerely,

Erin Campbell
Commissioner