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State of Minnesota
HOUSE OF REPRESENTATIVES
NINETIETH SESSION

H. F. No. 4039

03/19/2018 Authored by Thissen
The bill was read for the first time and referred to the Committee on Job Growth and Energy Affordability Policy and Finance

1.1 A bill for an act
1.2 relating to employment; requiring employers to provide seats for employees;
1.3 providing penalties; proposing coding for new law in Minnesota Statutes, chapter
1.4 181.

1.5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

1.6 Section 1. **[181.987] SEATS FOR EMPLOYEES; PENALTY.**

1.7 Subdivision 1. Seats to be provided for employees. (a) An employer shall provide
1.8 suitable seats for its employees, and shall permit the use of those seats by its employees
1.9 when:

1.10 (1) the nature of the work reasonably permits the use of seats; and

1.11 (2) the employees are not necessarily engaged in the active duties for which they are
1.12 employed.

1.13 (b) When employees under paragraph (a) are not engaged in the active duties of their
1.14 employment, an adequate number of suitable seats shall be placed in reasonable proximity
1.15 to the work area and employees shall be permitted to use the seats when it does not interfere
1.16 with the performance of their duties.

1.17 Subd. 2. Penalty. The commissioner of labor and industry may fine an employer up to
1.18 \$200 for each failure to comply with this section.

1.19 EFFECTIVE DATE. This section is effective the day following final enactment.