

## CHAPTER 201—H. F. No. 121

[Coded as Sections 181.60 to 181.63]

*An act prohibiting employers from charging employees and job applicants for medical examinations or record; defining the terms "employer" and "employee"; providing means of enforcement; prescribing penalties for violation thereof.*  
Be it enacted by the Legislature of the State of Minnesota:

[181.60] Section 1. **Definitions.** Subdivision 1. **Terms.** For the purposes of this chapter, unless a different meaning is indicated by the context, the terms defined in this section shall have the meanings given them.

Subd. 2. **Employer.** "Employer" means any individual, partnership, association, corporation, legal representative, trustee, receiver, trustee in bankruptcy, and any common carrier by rail, motor, water, air or express company doing business in or operating within the state.

Subd. 3. **Employee.** "Employee" means any person who may be permitted, required, or directed by any employer, as defined in Subdivision 2 hereof, in consideration of direct or indirect gain or profit, to engage in any employment.

[181.61] Sec. 2. **Medical examination of applicant; cost payable by employer.** It is unlawful for any employer to require any employee or applicant for employment to pay the cost of a medical examination or the cost of furnishing any records required by the employer as a condition of employment, except certificates of attending physicians in connection with the administration of an employee's pension and disability benefit plan or citizenship papers or birth certificates.

[181.62] Sec. 3. **Violation.** Any employer who violates any of the provisions of this act is guilty of a misdemeanor.

Approved April 2, 1951.