

SENATE
STATE OF MINNESOTA
NINETY-THIRD SESSION

S.F. No. 484

(SENATE AUTHORS: MATHEWS)

DATE	D-PG	OFFICIAL STATUS
01/19/2023	308	Introduction and first reading Referred to Labor

1.1A bill for an act

1.2relating to employment; modifying whistleblower protections for public employees;

1.3amending Minnesota Statutes 2022, section 181.932, subdivision 1.

1.4BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

1.5Section 1. Minnesota Statutes 2022, section 181.932, subdivision 1, is amended to read:

1.6Subdivision 1. **Prohibited action.** An employer shall not discharge, discipline, threaten,

1.7otherwise discriminate against, or penalize an employee regarding the employee's

1.8compensation, terms, conditions, location, or privileges of employment because:

1.9(1) the employee, or a person acting on behalf of an employee, in good faith, reports a

1.10violation, suspected violation, or planned violation of any federal or state law or common

1.11law or rule adopted pursuant to law to an employer or to any governmental body or law

1.12enforcement official;

1.13(2) the employee is requested by a public body or office to participate in an investigation,

1.14hearing, inquiry;

1.15(3) the employee refuses an employer's order to perform an action that the employee

1.16has an objective basis in fact to believe violates any state or federal law or rule or regulation

1.17adopted pursuant to law, and the employee informs the employer that the order is being

1.18refused for that reason;

1.19(4) the employee, in good faith, reports a situation in which the quality of health care

1.20services provided by a health care facility, organization, or health care provider violates a

1.21standard established by federal or state law or a professionally recognized national clinical

1.22or ethical standard and potentially places the public at risk of harm;

(5) a public employee communicates the findings of a scientific or technical study that the employee, in good faith, believes to be truthful and accurate, including reports to a governmental body or law enforcement official; ~~or~~

(6) an employee in the classified service of state government communicates information that the employee, in good faith, believes to be truthful and accurate, and that relates to state services, including the financing of state services, to:

(i) a legislator or the legislative auditor; or

(ii) a constitutional officer; or

(7) a public employee, in good faith, reports gross mismanagement or a gross waste of funds to the employer, any governmental body, law enforcement official, the legislative auditor, a member of the legislature, or a constitutional officer.

The disclosures protected pursuant to this section do not authorize the disclosure of data otherwise protected by law.