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State of Minnesota

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HOUSE OF REPRESENTATIVES

NINETY-FOURTH SESSION

H. F. No. 23

- 02/06/2025 Authored by Robbins, Duran, Perryman, Zeleznikar, Knudsen and others  
The bill was read for the first time and referred to the Committee on State Government Finance and Policy
- 02/17/2025 Adoption of Report: Amended and re-referred to the Committee on Workforce, Labor, and Economic Development Finance and Policy
- 03/06/2025 Adoption of Report: Placed on the General Register  
Read for the Second Time
- 03/10/2025 Supplemental Calendar for the Day, Amended  
Read for the Third Time, Amended  
Passed by the House as Amended and transmitted to the Senate to include Floor Amendments

1.1 A bill for an act

1.2 relating to employment; providing definitions; modifying whistleblower protections

1.3 for public employees; amending Minnesota Statutes 2024, sections 181.931, by

1.4 adding subdivisions; 181.932, subdivision 1.

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

1.6 Section 1. Minnesota Statutes 2024, section 181.931, is amended by adding a subdivision

1.7 to read:

1.8 Subd. 3a. **Fraud.** "Fraud" means an intentional or deceptive act, or failure to act, to gain

1.9 an unlawful benefit.

1.10 Sec. 2. Minnesota Statutes 2024, section 181.931, is amended by adding a subdivision to

1.11 read:

1.12 Subd. 4a. **Misuse.** "Misuse" means the improper use of authority or position for personal

1.13 gain or to cause harm to others, including the improper use of public resources or programs

1.14 contrary to their intended purpose.

1.15 Sec. 3. Minnesota Statutes 2024, section 181.931, is amended by adding a subdivision to

1.16 read:

1.17 Subd. 5a. **Personal gain.** "Personal gain" means a benefit to a person; a person's spouse,

1.18 parent, child, or other legal dependent; or an in-law of the person or the person's child.

2.1 Sec. 4. Minnesota Statutes 2024, section 181.932, subdivision 1, is amended to read:

2.2 Subdivision 1. **Prohibited action.** An employer shall not discharge, discipline, penalize,  
2.3 interfere with, threaten, restrain, coerce, or otherwise retaliate or discriminate against an  
2.4 employee regarding the employee's compensation, terms, conditions, location, or privileges  
2.5 of employment because:

2.6 (1) the employee, or a person acting on behalf of an employee, in good faith, reports a  
2.7 violation, suspected violation, or planned violation of any federal or state law or common  
2.8 law or rule adopted pursuant to law to an employer or to any governmental body or law  
2.9 enforcement official;

2.10 (2) the employee is requested by a public body or office to participate in an investigation,  
2.11 hearing, inquiry;

2.12 (3) the employee refuses an employer's order to perform an action that the employee  
2.13 has an objective basis in fact to believe violates any state or federal law or rule or regulation  
2.14 adopted pursuant to law, and the employee informs the employer that the order is being  
2.15 refused for that reason;

2.16 (4) the employee, in good faith, reports a situation in which the quality of health care  
2.17 services provided by a health care facility, organization, or health care provider violates a  
2.18 standard established by federal or state law or a professionally recognized national clinical  
2.19 or ethical standard and potentially places the public at risk of harm;

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

2.23 (6) ~~an employee in the classified service of state government~~ a state employee  
2.24 communicates information that the employee, in good faith, believes to be truthful and  
2.25 accurate, and that relates to state ~~services, including the financing of state services programs,~~  
2.26 services, or financing, including but not limited to fraud or misuse within state programs,  
2.27 services, or financing, to:

2.28 (i) a legislator or the legislative auditor; ~~or~~

2.29 (ii) a constitutional officer;

2.30 (iii) an employer;

2.31 (iv) any governmental body; or

2.32 (v) a law enforcement official.

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