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State of Minnesota

HOUSE OF REPRESENTATIVES

NINETY-FOURTH SESSION

H. F. No. 3003

04/01/2025

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The bill was read for the first time and referred to the Committee on Judiciary Finance and Civil Law

1.1 A bill for an act
1.2 relating to employment; requiring priority placement in open positions for certain
1.3 disabled employees; amending Minnesota Statutes 2024, section 363A.08, by
1.4 adding a subdivision.

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

1.6 Section 1. Minnesota Statutes 2024, section 363A.08, is amended by adding a subdivision
1.7 to read:

1.8 Subd. 6a. **Priority placement.** (a) If no reasonable accommodation under subdivision
1.9 6 is possible within the employee's current position, priority placement under this subdivision
1.10 applies to any available positions for which the disabled employee meets the qualifications,
1.11 subject to any reasonable accommodation requirements for the new position. An employer
1.12 must provide priority placement in an open position to any employee who becomes disabled
1.13 and is unable to perform the essential functions of their current role, provided that the
1.14 employee is qualified for the open position.

1.15 (b) Priority placement means that the disabled employee must be considered before
1.16 external candidates for any open role for which the employee is qualified and capable of
1.17 performing with or without reasonable accommodation.

1.18 (c) This section applies to employers with more than 40,000 employees in the state. An
1.19 employer subject to this subdivision must notify employees of their right to priority placement
1.20 under this subdivision.