

SENATE
STATE OF MINNESOTA
NINETY-FOURTH SESSION

S.F. No. 1854

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DATE	D-PG	OFFICIAL STATUS
02/24/2025	490	Introduction and first reading Referred to Elections
03/06/2025	644	Comm report: To pass and re-referred to Judiciary and Public Safety
04/01/2025	675 1159a	Author added Marty Comm report: To pass as amended and re-refer to Elections

1.1 A bill for an act

1.2 relating to political activity; prohibiting employers from engaging in reprisals;
 1.3 prohibiting reprisals for refusing to communicate with public or local officials;
 1.4 clarifying prohibited reprisals for political activity; providing for a civil cause of
 1.5 action; amending Minnesota Statutes 2024, section 10A.36.

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

1.7 Section 1. Minnesota Statutes 2024, section 10A.36, is amended to read:

10A.36 REPRISALS PROHIBITED; PENALTY.

1.9 (a) An employer, individual, or association must not engage in economic reprisals or
 1.10 threaten loss of employment or physical coercion against an individual or association because
 1.11 of that individual's or association's:

1.12 (1) political contributions or political activity including for becoming a candidate for
 1.13 elected public office, unless precluded by other law; or

1.14 (2) refusal to communicate with public or local officials to influence a decision about a
 1.15 legislative or administrative action or the official action of a political subdivision.

1.16 (b) This subdivision section does not apply to compensation for employment ~~or~~, loss of
 1.17 employment if, or economic reprisals:

1.18 (1) if the political affiliation or viewpoint of the employee is a bona fide occupational
 1.19 qualification of the employment; or

1.20 (2) for communications described in paragraph (a), clause (1), if the individual's
 1.21 responsibilities, through employment or contract, include communicating with public or
 1.22 local officials.

2.1 (c) An individual or association injured by a violation of this section may bring a civil
2.2 action in district court for damages, injunctive relief, costs and reasonable attorney fees,
2.3 and any other relief the court deems just and equitable, including reinstatement of
2.4 employment.

2.5 (d) An employer, individual, or association that violates this section is guilty of a gross
2.6 misdemeanor. The board may refer a violation of this section to the appropriate county
2.7 attorney.

2.8 (e) For purposes of this section, "employer" means a person or entity that employs one
2.9 or more employees and includes an individual, corporation, partnership, association, business,
2.10 trust, nonprofit organization, group of persons, legislature, judicial branch, state, county,
2.11 town, city, school district, or other governmental subdivision.

2.12 **EFFECTIVE DATE.** This section is effective August 1, 2025, and applies to violations
2.13 committed on or after that date and to causes of action accruing on or after that date.