

**SENATE
STATE OF MINNESOTA
NINETY-FOURTH SESSION**

S.F. No. 2153

(SENATE AUTHORS: PAPPAS, Hoffman, Johnson Stewart and Latz)

DATE	D-PG	OFFICIAL STATUS
03/06/2025	650	Introduction and first reading Referred to Labor
03/10/2025	722	Authors added Johnson Stewart; Latz

1.1 A bill for an act

1.2 relating to employment; prohibiting job misclassification; amending Minnesota

1.3 Statutes 2024, section 181.03, subdivision 1.

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

1.5 Section 1. Minnesota Statutes 2024, section 181.03, subdivision 1, is amended to read:

1.6 Subdivision 1. **Prohibited practices.** An employer may not, directly or indirectly and

1.7 with intent to defraud:

1.8 (1) cause any employee to give a receipt for wages for a greater amount than that actually

1.9 paid to the employee for services rendered;

1.10 (2) directly or indirectly demand or receive from any employee any rebate or refund

1.11 from the wages owed the employee under contract of employment with the employer; ~~or~~

1.12 (3) in any manner make or attempt to make it appear that the wages paid to any employee

1.13 were greater than the amount actually paid to the employee; or

1.14 (4) if an employer has a formal job classification and compensation plan, place an

1.15 employee in a job classification or job category or provide a job title that misrepresents the

1.16 employee's experience or actual job duties and responsibilities.