

SENATE

STATE OF MINNESOTA

NINETY-FOURTH SESSION

S.F. No. 863

(SENATE AUTHORS: PUTNAM)			
DATE	D-PG		OFFICIAL STATUS
02/03/2025	247	Introduction and first reading	
		Referred to Elections	
02/13/2025	362a	Comm report: To pass as amended and re-refer to Judiciary and Public Safety	

1.1

A bill for an act

1.2

relating to employment; clarifying prohibited reprisals for political activity;

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providing for a civil cause of action; amending Minnesota Statutes 2024, section

1.4

10A.36.

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

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

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10A.36 REPRISALS PROHIBITED; PENALTY.

1.8

(a) An employer, individual, or association must not engage in economic reprisals or

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threaten loss of employment or physical coercion against an individual or association because

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of that individual's or association's political contributions or political activity, including for

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becoming a candidate for elected public office. For purposes of this section, "employer"

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has the meaning given in section 179.01, subdivision 3.

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(b) This ~~subdivision~~ section does not apply to compensation for employment or loss of

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employment if the political affiliation or viewpoint of the employee is a bona fide

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occupational qualification of the employment.

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(c) An individual or association injured by a violation of this section may bring a civil

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action in district court for damages, injunctive relief, costs and reasonable attorney fees,

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and any other relief the court deems just and equitable, including reinstatement of

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employment.

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(d) An employer, individual, or association that violates this section is guilty of a gross

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misdemeanor.

2.1

EFFECTIVE DATE. This section is effective August 1, 2025, and applies to violations

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committed on or after that date and to causes of action accruing on or after that date.