

This Document can be made available in alternative formats upon request

State of Minnesota

HOUSE OF REPRESENTATIVES

NINETY-FOURTH SESSION

H. F. No. 3691

02/25/2026 Authored by Virnig; Johnson, P.; Repinski; Warwas; Kozlowski and others
The bill was read for the first time and referred to the Committee on Workforce, Labor, and Economic Development Finance and Policy
04/07/2026 Adoption of Report: Re-referred to the Committee on Public Safety Finance and Policy

1.1 A bill for an act
1.2 relating to public safety; establishing that emergency managers are essential
1.3 employees; amending Minnesota Statutes 2024, section 179A.03, subdivision 7.

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

1.5 Section 1. Minnesota Statutes 2024, section 179A.03, subdivision 7, is amended to read:

1.6 Subd. 7. Essential employee. "Essential employee" means firefighters, peace officers
1.7 subject to licensure under sections 626.84 to 626.863, 911 system and police and fire
1.8 department public safety dispatchers, emergency managers, guards at correctional facilities,
1.9 confidential employees, supervisory employees, assistant county attorneys, assistant city
1.10 attorneys, principals, and assistant principals. However, for state employees, "essential
1.11 employee" means all employees in law enforcement, public safety radio communications
1.12 operators, health care professionals, correctional guards, professional engineering, and
1.13 supervisory collective bargaining units, irrespective of severance, and no other employees.
1.14 For University of Minnesota employees, "essential employee" means all employees in law
1.15 enforcement, nursing professional and supervisory units, irrespective of severance, and no
1.16 other employees. "Firefighters" means salaried employees of a fire department whose duties
1.17 include, directly or indirectly, controlling, extinguishing, preventing, detecting, or
1.18 investigating fires. Employees for whom the state court administrator is the negotiating
1.19 employer are not essential employees. For Hennepin Healthcare System, Inc. employees,
1.20 "essential employees" means all employees.