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State of Minnesota
HOUSE OF REPRESENTATIVES

EIGHTY-EIGHTH SESSION

H. F. No. 2157

02/25/2014 Authored by Winkler, Nelson and Loeffler

The bill was read for the first time and referred to the Committee on Government Operations

03/17/2014 Adoption of Report: Re-referred to the Committee on State Government Finance and Veterans Affairs

By motion, recalled and re-referred to the Committee on Labor, Workplace and Regulated Industries

1.1 A bill for an act
1.2 relating to state government; requiring a workplace bullying policy for state
1.3 government agencies; requiring a report; proposing coding for new law in
1.4 Minnesota Statutes, chapter 43A.

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

1.6 Section 1. **[43A.193] WORKPLACE BULLYING POLICY.**

1.7 Subdivision 1. Purpose. It is the policy of the state that all civil service employees
1.8 should be ensured a bullying-free workplace.

1.9 Subd. 2. Workplace bullying policy. The commissioner of management and
1.10 budget shall prepare and implement a workplace bullying policy consistent with this
1.11 section. The workplace bullying policy must:

1.12 (1) be established with collaboration with labor groups, and either be incorporated
1.13 into each agency's current harassment policy or as a separate policy;

1.14 (2) contain a definition of workplace bullying;

1.15 (3) outline the process by which each agency must handle workplace bullying
1.16 complaints; and

1.17 (4) describe how each agency must address the prevention of retaliation by creating
1.18 safe-reporting procedures.

1.19 Sec. 2. **REPORT.**

1.20 The commissioner of management and budget shall report back to the legislature by
1.21 January 15, 2015, regarding the plan for implementation of the workplace bullying policy
1.22 in section 1. The workplace bully policy must be fully implemented by May 1, 2015.