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# State of Minnesota

## HOUSE OF REPRESENTATIVES

NINETY-SECOND SESSION

H. F. No. **2801**

01/31/2022

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The bill was read for the first time and referred to the Committee on Labor, Industry, Veterans and Military Affairs Finance and Policy

- 1.1 A bill for an act
- 1.2 relating to employment; prohibiting employers from requiring or incentivizing
- 1.3 public display of medical information; imposing civil and criminal penalties;
- 1.4 proposing coding for new law in Minnesota Statutes, chapter 181.
- 1.5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:
- 1.6 Section 1. **[181.9741] PROTECTED MEDICAL INFORMATION; GENERALLY.**
- 1.7 (a) No employer shall require, demand, or coerce any employee, or impose any condition,
- 1.8 incentive, or prerequisite to openly or publicly reveal or display any part of the employee's
- 1.9 medical history or health information directly or indirectly through symbols or other
- 1.10 indicators. This includes but is not limited to public indication of an employee's vaccination
- 1.11 status.
- 1.12 (b) "Employer" means any person having one or more employees in Minnesota, and
- 1.13 includes the state and any political subdivisions of the state.
- 1.14 (c) "Employee" means a person who performs services in Minnesota for an employer,
- 1.15 and includes independent contractors, unpaid interns, and volunteers.
- 1.16 (d) Any person aggrieved by a violation of this section may bring a civil action in which
- 1.17 the court may award \$10,000 per violation including reasonable costs and attorney fees.
- 1.18 (e) An employer who violates this section is guilty of a misdemeanor.
- 1.19 **EFFECTIVE DATE.** This section is effective the day following final enactment.