

This Document can be made available
in alternative formats upon request

State of Minnesota

HOUSE OF REPRESENTATIVES

NINETY-SECOND SESSION

H. F. No. **1982**

03/08/2021

Authored by Garofalo

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; exempting employees who exclusively work from home
- 1.3 from local ordinances regulating the workplace; proposing coding for new law in
- 1.4 Minnesota Statutes, chapter 181.
- 1.5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:
- 1.6 Section 1. **[181.987] WORKPLACE ORDINANCE; EXEMPTION.**
- 1.7 Subdivision 1. **Definitions.** (a) For the purposes of this section, the following terms have
- 1.8 the meanings given.
- 1.9 (b) "Employee" means an individual who is a Minnesota resident and is employed by
- 1.10 an employer. Employee does not include an independent contractor.
- 1.11 (c) "Employer" means any person, partnership, association, limited liability company,
- 1.12 trust, estate, or corporation, including the state of Minnesota or any agency, instrumentality,
- 1.13 or governmental subdivision thereof, employing one or more employees.
- 1.14 (d) "Workplace ordinance" means an ordinance adopted by a political subdivision that
- 1.15 regulates work performed within the boundaries of the political subdivision, including
- 1.16 regulations affecting wages and benefits.
- 1.17 Subd. 2. **Exemption from local ordinance.** An employee who exclusively performs
- 1.18 work for an employer from the employee's dwelling is not subject to a workplace ordinance
- 1.19 adopted by the political subdivision in which the employee's dwelling is located, unless the
- 1.20 terms of employment between the employee and employer or a collective bargaining
- 1.21 agreement explicitly state that a workplace ordinance applies.