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State of Minnesota  
HOUSE OF REPRESENTATIVES

EIGHTY-EIGHTH SESSION

H. F. No. 3287

03/26/2014 Authored by Newton

The bill was read for the first time and referred to the Committee on Labor, Workplace and Regulated Industries

1.1 A bill for an act  
1.2 relating to employment; requiring public employers to utilize American-made  
1.3 equipment and apparel; proposing coding for new law in Minnesota Statutes,  
1.4 chapter 181.

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

1.6 Section 1. **[181.9861] REQUIRED EQUIPMENT AND APPAREL.**

1.7 (a) Notwithstanding any other law or rule to the contrary, a public employer is  
1.8 prohibited from knowingly purchasing or acquiring, furnishing, or requiring an employee  
1.9 to purchase or acquire for wear or use while on duty, any of the following items if the item  
1.10 is not manufactured in the United States of America:

1.11 (1) any uniform or other item of wearing apparel over which an employee has no  
1.12 discretion in selecting except for selecting the proper size; or

1.13 (2) safety equipment or protective accessories.

1.14 (b) Preference must be given to purchases from manufacturers who pay an average  
1.15 annual income, including wages and benefits, equal to at least 150 percent of the federal  
1.16 poverty guideline adjusted for a family size of four. For purposes of this section, "public  
1.17 employer" means a county, home rule charter or statutory city, town, school district,  
1.18 metropolitan or regional agency, public corporation, political subdivision, special district  
1.19 as defined in section 6.465, subdivision 3, municipal fire department, independent  
1.20 nonprofit firefighting corporation, the University of Minnesota, the Minnesota State  
1.21 Colleges and Universities, and the state of Minnesota and its agencies.

1.22 (c) Notwithstanding paragraph (a), a public employer may purchase or acquire,  
1.23 furnish, or require an employee to purchase or acquire items listed in paragraph (a)  
1.24 manufactured outside of the United States if similar items are not manufactured or available

2.1 for purchase in the United States, or if the lowest priced American-made version of the item  
2.2 is more than 150 percent of the cost of the lowest priced foreign-made version of the item.

2.3 (d) All uniforms, apparel, safety equipment, or protective accessories purchased or  
2.4 acquired under this section must be purchased from a manufacturer who is in compliance  
2.5 with the International Labor Organization's 1998 Declaration on Fundamental Principles  
2.6 and Rights at Work, regardless of that manufacturer's country of origin.

2.7 **EFFECTIVE DATE.** This section is effective January 1, 2015, or upon expiration  
2.8 of valid contracts for such equipment and apparel entered into by public employers prior  
2.9 to June 1, 2014, whichever is later.