

1.1 moves to amend S.F. No. 3035, in conference, as follows:

1.2 Delete everything after the enacting clause and insert:

1.3 "ARTICLE 1
1.4 LABOR POLICY

1.5 Section 1. Minnesota Statutes 2022, section 116J.871, subdivision 1, is amended to read:

1.6 Subdivision 1. **Definitions.** (a) For the purposes of this section, the following terms have
1.7 the meanings given them.

1.8 (b) "Economic development" means financial assistance provided to a person directly
1.9 or to a local unit of government or nonprofit organization on behalf of a person who is
1.10 engaged in the manufacture or sale of goods and services. Economic development does not
1.11 include (1) financial assistance for rehabilitation of existing housing ~~or~~; (2) financial
1.12 assistance for new housing construction in which total financial assistance at a single project
1.13 site is less than \$100,000; or (3) financial assistance for the new construction of fully
1.14 detached single-family affordable homeownership units for which the financial assistance
1.15 covers no more than ten fully detached single-family affordable homeownership units. For
1.16 purposes of this paragraph, "affordable homeownership" means housing targeted at
1.17 households with incomes, at initial occupancy, at or below 115 percent of the state or area
1.18 median income, whichever is greater, as determined by the United States Department of
1.19 Housing and Urban Development.

1.20 (c) "Financial assistance" means (1) a grant awarded by a state agency for economic
1.21 development related purposes if a single business receives \$200,000 or more of the grant
1.22 proceeds; (2) a loan or the guaranty or purchase of a loan made by a state agency for
1.23 economic development related purposes if a single business receives \$500,000 or more of
1.24 the loan proceeds; or (3) a reduction, credit, or abatement of a tax assessed under chapter

2.1 297A where the tax reduction, credit, or abatement applies to a geographic area smaller
2.2 than the entire state and was granted for economic development related purposes. Financial
2.3 assistance does not include payments by the state of aids and credits under chapter 273 or
2.4 477A to a political subdivision.

2.5 (d) "Project site" means the location where improvements are made that are financed in
2.6 whole or in part by the financial assistance; or the location of employees that receive financial
2.7 assistance in the form of employment and training services as defined in section 116L.19,
2.8 subdivision 4, or customized training from a technical college.

2.9 (e) "State agency" means any agency defined under section 16B.01, subdivision 2,
2.10 Enterprise Minnesota, Inc., and the Iron Range Resources and Rehabilitation Board.

2.11 Sec. 2. Minnesota Statutes 2022, section 116J.871, subdivision 2, is amended to read:

2.12 Subd. 2. **Prevailing wage required.** (a) A state agency may provide financial assistance
2.13 to a person only if the person receiving or benefiting from the financial assistance certifies
2.14 to the commissioner of labor and industry that laborers and mechanics at the project site
2.15 during construction, installation, remodeling, and repairs for which the financial assistance
2.16 was provided will be paid the prevailing wage rate as defined in section 177.42, subdivision
2.17 6. The person receiving or benefiting from the financial assistance is also subject to the
2.18 requirements and enforcement provisions of sections 177.27, 177.30, 177.32, 177.41 to
2.19 177.435, and 177.45.

2.20 (b) For purposes of complying with section 177.30, paragraph (a), clauses (6) and (7),
2.21 the state agency awarding the financial assistance is considered the contracting authority
2.22 and the project is considered a public works project. The person receiving or benefiting
2.23 from the financial assistance shall notify all employers on the project of the record keeping
2.24 and reporting requirements in section 177.30, paragraph (a), clauses (6) and (7). Each
2.25 employer shall submit the required information to the contracting authority.

2.26 Sec. 3. Minnesota Statutes 2022, section 175.16, subdivision 1, is amended to read:

2.27 Subdivision 1. **Established.** The Department of Labor and Industry shall consist of the
2.28 following divisions: Division of Workers' Compensation, Division of Construction Codes
2.29 and Licensing, Division of Occupational Safety and Health, Division of Statistics, Division
2.30 of Labor Standards, and Division of Apprenticeship, and such other divisions as the
2.31 commissioner of the Department of Labor and Industry may deem necessary and establish.
2.32 Each division of the department and persons in charge thereof shall be subject to the
2.33 supervision of the commissioner of the Department of Labor and Industry and, in addition

3.1 to such duties as are or may be imposed on them by statute, shall perform such other duties
3.2 as may be assigned to them by the commissioner. Notwithstanding any other law to the
3.3 contrary, the commissioner is the administrator and supervisor of all of the department's
3.4 dispute resolution functions and personnel and may delegate authority to compensation
3.5 judges and others to make determinations under sections 176.106, 176.238, and 176.239
3.6 and to approve settlement of claims under section 176.521.

3.7 Sec. 4. Minnesota Statutes 2022, section 177.26, subdivision 1, is amended to read:

3.8 Subdivision 1. **Creation.** The Division of Labor Standards and Apprenticeship in the
3.9 Department of Labor and Industry is supervised and controlled by the commissioner of
3.10 labor and industry.

3.11 Sec. 5. Minnesota Statutes 2022, section 177.26, subdivision 2, is amended to read:

3.12 Subd. 2. **Powers and duties.** The Division of Labor Standards and Apprenticeship shall
3.13 administer this chapter and chapters ~~178~~, 181, 181A, and 184.

3.14 Sec. 6. Minnesota Statutes 2022, section 177.27, subdivision 4, as amended by Laws 2023,
3.15 chapter 30, section 1, is amended to read:

3.16 Subd. 4. **Compliance orders.** The commissioner may issue an order requiring an
3.17 employer to comply with sections 177.21 to 177.435, 179.86, 181.02, 181.03, 181.031,
3.18 181.032, 181.101, 181.11, 181.13, 181.14, 181.145, 181.15, 181.172, paragraph (a) or (d),
3.19 181.214 to 181.217, 181.275, subdivision 2a, 181.635, 181.722, 181.79, 181.85 to 181.89,
3.20 181.939 to 181.943, and 181.987, or with any rule promulgated under section 177.28,
3.21 181.213, or 181.215. The commissioner shall issue an order requiring an employer to comply
3.22 with sections 177.41 to 177.435 or 181.987 if the violation is repeated. For purposes of this
3.23 subdivision only, a violation is repeated if at any time during the two years that preceded
3.24 the date of violation, the commissioner issued an order to the employer for violation of
3.25 sections 177.41 to 177.435 or 181.987 and the order is final or the commissioner and the
3.26 employer have entered into a settlement agreement that required the employer to pay back
3.27 wages that were required by sections 177.41 to 177.435. The department shall serve the
3.28 order upon the employer or the employer's authorized representative in person or by certified
3.29 mail at the employer's place of business. An employer who wishes to contest the order must
3.30 file written notice of objection to the order with the commissioner within 15 calendar days
3.31 after being served with the order. A contested case proceeding must then be held in
3.32 accordance with sections 14.57 to 14.69. If, within 15 calendar days after being served with

4.1 the order, the employer fails to file a written notice of objection with the commissioner, the
4.2 order becomes a final order of the commissioner.

4.3 Sec. 7. Minnesota Statutes 2022, section 178.01, is amended to read:

4.4 **178.01 PURPOSES.**

4.5 The purposes of this chapter are: to open to all people regardless of race, sex, creed,
4.6 color or national origin, the opportunity to obtain training and on-the-job learning that will
4.7 equip them for profitable employment and citizenship; to establish as a means to this end,
4.8 a program of voluntary apprenticeship under approved apprenticeship agreements providing
4.9 facilities for their training and guidance in the arts, skills, and crafts of industry and trade
4.10 or occupation, with concurrent, supplementary instruction in related subjects; to promote
4.11 apprenticeship opportunities under conditions providing adequate training and on-the-job
4.12 learning and reasonable earnings; to relate the supply of skilled workers to employment
4.13 demands; to establish standards for apprentice training; to establish an Apprenticeship Board
4.14 and apprenticeship committees to assist in effectuating the purposes of this chapter; to
4.15 provide for a Division of ~~Labor Standards and Apprenticeship~~ within the Department of
4.16 Labor and Industry; to provide for reports to the legislature regarding the status of apprentice
4.17 training in the state; to establish a procedure for the determination of apprenticeship
4.18 agreement controversies; and to accomplish related ends.

4.19 Sec. 8. Minnesota Statutes 2022, section 178.011, subdivision 7, is amended to read:

4.20 Subd. 7. **Division.** "Division" means the department's ~~Labor Standards and Apprenticeship~~
4.21 Division, established under sections 175.16 and 178.03, and the State Apprenticeship Agency
4.22 as defined in Code of Federal Regulations, title 29, part 29, section 29.2.

4.23 Sec. 9. Minnesota Statutes 2022, section 178.03, subdivision 1, is amended to read:

4.24 Subdivision 1. **Establishment of division.** There is established a Division of ~~Labor~~
4.25 ~~Standards and Apprenticeship~~ in the Department of Labor and Industry. This division shall
4.26 be administered by a director, and be under the supervision of the commissioner.

4.27 Sec. 10. Minnesota Statutes 2022, section 178.11, is amended to read:

4.28 **178.11 LABOR EDUCATION ADVANCEMENT GRANT PROGRAM.**

4.29 The commissioner shall establish the labor education advancement grant program for
4.30 the purpose of facilitating the participation or retention of ~~minorities~~ people of color,
4.31 Indigenous people, and women in ~~apprenticeable trades and occupations~~ registered

5.1 apprenticeship programs. The commissioner shall award grants to community-based and
5.2 nonprofit organizations and Minnesota Tribal governments as defined in section 10.65,
5.3 serving the targeted populations on a competitive request-for-proposal basis. Interested
5.4 organizations shall apply for the grants in a form prescribed by the commissioner. As part
5.5 of the application process, applicants must provide a statement of need for the grant, a
5.6 description of the targeted population and apprenticeship opportunities, a description of
5.7 activities to be funded by the grant, evidence supporting the ability to deliver services,
5.8 information related to coordinating grant activities with other employment and learning
5.9 programs, identification of matching funds, a budget, and performance objectives. Each
5.10 submitted application shall be evaluated for completeness and effectiveness of the proposed
5.11 grant activity.

5.12 Sec. 11. Minnesota Statutes 2022, section 179A.10, subdivision 2, is amended to read:

5.13 Subd. 2. **State employees.** (a) Unclassified employees, unless otherwise excluded, are
5.14 included within the units which include the classifications to which they are assigned for
5.15 purposes of compensation. Supervisory employees shall only be assigned to units 12, and
5.16 16, ~~and 18~~. The following are the appropriate units of executive branch state employees:

- 5.17 (1) law enforcement unit;
- 5.18 (2) craft, maintenance, and labor unit;
- 5.19 (3) service unit;
- 5.20 (4) health care nonprofessional unit;
- 5.21 (5) health care professional unit;
- 5.22 (6) clerical and office unit;
- 5.23 (7) technical unit;
- 5.24 (8) correctional guards unit;
- 5.25 (9) state university instructional unit;
- 5.26 (10) state college instructional unit;
- 5.27 (11) state university administrative unit;
- 5.28 (12) professional engineering unit;
- 5.29 (13) health treatment unit;
- 5.30 (14) general professional unit;

- 6.1 (15) professional state residential instructional unit;
- 6.2 (16) supervisory employees unit;
- 6.3 (17) public safety radio communications operator unit; ~~and~~
- 6.4 (18) ~~law enforcement supervisors unit.~~ licensed peace officer special unit; and
- 6.5 (19) licensed peace officer leader unit.

6.6 Each unit consists of the classifications or positions assigned to it in the schedule of
 6.7 state employee job classification and positions maintained by the commissioner. The
 6.8 commissioner may only make changes in the schedule in existence on the day prior to
 6.9 August 1, 1984, as required by law or as provided in subdivision 4.

6.10 (b) The following positions are included in the licensed peace officer special unit:

- 6.11 (1) State Patrol lieutenant;
- 6.12 (2) NR district supervisor - enforcement;
- 6.13 (3) assistant special agent in charge;
- 6.14 (4) corrections investigation assistant director 2;
- 6.15 (5) corrections investigation supervisor; and
- 6.16 (6) commerce supervisor special agent.

6.17 (c) The following positions are included in the licensed peace officer leader unit:

- 6.18 (1) State Patrol captain;
- 6.19 (2) NR program manager 2 enforcement; and
- 6.20 (3) special agent in charge.

6.21 **EFFECTIVE DATE.** This section is effective the day following final enactment.

6.22 **Sec. 12. [181.536] POSTING OF VETERANS' BENEFITS AND SERVICES.**

6.23 Subdivision 1. **Poster creation; content.** (a) The commissioner shall consult with the
 6.24 commissioner of veterans affairs to create and distribute a veterans' benefits and services
 6.25 poster.

6.26 (b) The poster must, at a minimum, include information regarding the following benefits
 6.27 and services available to veterans:

- 6.28 (1) contact and website information for the Department of Veterans Affairs and the
 6.29 department's veterans' services program;

- 7.1 (2) substance use disorder and mental health treatment;
- 7.2 (3) educational, workforce, and training resources;
- 7.3 (4) tax benefits;
- 7.4 (5) Minnesota state veteran drivers' licenses and state identification cards;
- 7.5 (6) eligibility for unemployment insurance benefits under state and federal law;
- 7.6 (7) legal services; and
- 7.7 (8) contact information for the U.S. Department of Veterans Affairs Veterans Crisis
- 7.8 Line.

7.9 (c) The commissioner must annually review the poster's content and update the poster

7.10 to include the most current information available.

7.11 Subd. 2. **Mandatory posting.** Every employer in the state with more than 50 full-time

7.12 equivalent employees shall display the poster created pursuant to this section in a conspicuous

7.13 place accessible to employees in the workplace.

7.14 **EFFECTIVE DATE.** This section is effective January 1, 2024.

7.15 Sec. 13. Minnesota Statutes 2022, section 181.9435, subdivision 1, is amended to read:

7.16 Subdivision 1. **Investigation.** The Division of Labor Standards and Apprenticeship shall

7.17 receive complaints of employees against employers relating to sections 181.172, paragraph

7.18 (a) or (d), and 181.939 to 181.9436 and investigate informally whether an employer may

7.19 be in violation of sections 181.172, paragraph (a) or (d), and 181.939 to 181.9436. The

7.20 division shall attempt to resolve employee complaints by informing employees and employers

7.21 of the provisions of the law and directing employers to comply with the law. For complaints

7.22 related to section 181.939, the division must contact the employer within two business days

7.23 and investigate the complaint within ten days of receipt of the complaint.

7.24 Sec. 14. Minnesota Statutes 2022, section 181.9436, is amended to read:

7.25 **181.9436 POSTING OF LAW.**

7.26 The Division of Labor Standards and Apprenticeship shall develop, with the assistance

7.27 of interested business and community organizations, an educational poster stating employees'

7.28 rights under sections 181.940 to 181.9436. The department shall make the poster available,

7.29 upon request, to employers for posting on the employer's premises.

8.1 Sec. 15. Minnesota Statutes 2022, section 182.666, subdivision 1, is amended to read:

8.2 Subdivision 1. **Willful or repeated violations.** Any employer who willfully or repeatedly
8.3 violates the requirements of section 182.653, or any standard, rule, or order adopted under
8.4 the authority of the commissioner as provided in this chapter, may be assessed a fine not to
8.5 exceed ~~\$70,000~~ \$156,259 for each violation. The minimum fine for a willful violation is
8.6 ~~\$5,000~~ \$11,162.

8.7 Sec. 16. Minnesota Statutes 2022, section 182.666, subdivision 2, is amended to read:

8.8 Subd. 2. **Serious violations.** Any employer who has received a citation for a serious
8.9 violation of its duties under section 182.653, or any standard, rule, or order adopted under
8.10 the authority of the commissioner as provided in this chapter, shall be assessed a fine not
8.11 to exceed ~~\$7,000~~ \$15,625 for each violation. If a serious violation under section 182.653,
8.12 subdivision 2, causes or contributes to the death of an employee, the employer shall be
8.13 assessed a fine of up to \$25,000 for each violation.

8.14 Sec. 17. Minnesota Statutes 2022, section 182.666, subdivision 3, is amended to read:

8.15 Subd. 3. **Nonserious violations.** Any employer who has received a citation for a violation
8.16 of its duties under section 182.653, subdivisions 2 to 4, where the violation is specifically
8.17 determined not to be of a serious nature as provided in section 182.651, subdivision 12,
8.18 may be assessed a fine of up to ~~\$7,000~~ \$15,625 for each violation.

8.19 Sec. 18. Minnesota Statutes 2022, section 182.666, subdivision 4, is amended to read:

8.20 Subd. 4. **Failure to correct a violation.** Any employer who fails to correct a violation
8.21 for which a citation has been issued under section 182.66 within the period permitted for
8.22 its correction, which period shall not begin to run until the date of the final order of the
8.23 commissioner in the case of any review proceedings under this chapter initiated by the
8.24 employer in good faith and not solely for delay or avoidance of penalties, may be assessed
8.25 a fine of not more than ~~\$7,000~~ \$15,625 for each day during which the failure or violation
8.26 continues.

8.27 Sec. 19. Minnesota Statutes 2022, section 182.666, subdivision 5, is amended to read:

8.28 Subd. 5. **Posting violations.** Any employer who violates any of the posting requirements,
8.29 as prescribed under this chapter, except those prescribed under section 182.661, subdivision
8.30 3a, shall be assessed a fine of up to ~~\$7,000~~ \$15,625 for each violation.

9.1 Sec. 20. Minnesota Statutes 2022, section 182.666, is amended by adding a subdivision
9.2 to read:

9.3 Subd. 6a. **Increases for inflation.** (a) The commissioner shall increase the fines in
9.4 subdivisions 1 to 5, except for the fine for a serious violation under section 182.653,
9.5 subdivision 2, that causes or contributes to the death of an employee, to the amounts of the
9.6 corresponding federal penalties for the specified violations promulgated in United States
9.7 Code, title 29, section 666, subsections (a) and (b), as amended through November 5, 1990,
9.8 and adjusted according to United States Code, title 28, section 2461, note (Federal Civil
9.9 Penalties Inflation Adjustment), as amended through November 2, 2015. A maximum fine
9.10 shall not be reduced under this subdivision. The fines shall be increased to the nearest one
9.11 dollar.

9.12 (b) A fine increased under this subdivision takes effect on the next October 1 after any
9.13 increases to the corresponding federal penalties and applies to all fines assessed on or after
9.14 October 1.

9.15 (c) No later than September 1 of each year, the commissioner shall give notice in the
9.16 State Register of any increases to the corresponding federal penalties and the resulting
9.17 increase to the fines in subdivisions 1 to 5.

9.18 Sec. 21. [182.677] ERGONOMICS.

9.19 Subdivision 1. **Definitions.** (a) For purposes of this section, the definitions in this
9.20 subdivision apply unless otherwise specified.

9.21 (b) "Health care facility" means a hospital with a North American Industrial Classification
9.22 system code of 622110, 622210, or 622310; an outpatient surgical center with a North
9.23 American Industrial Classification system code of 621493; and a nursing home with a North
9.24 American Industrial Classification system code of 623110.

9.25 (c) "Warehouse distribution center" means an employer with 100 or more employees in
9.26 Minnesota and a North American Industrial Classification system code of 493110, 423110
9.27 to 423990, 424110 to 424990, 454110, or 492110.

9.28 (d) "Meatpacking site" means a meatpacking or poultry processing site with 100 or more
9.29 employees in Minnesota and a North American Industrial Classification system code of
9.30 311611 to 311615, except 311613.

9.31 (e) "Musculoskeletal disorder" or "MSD" means a disorder of the muscles, nerves,
9.32 tendons, ligaments, joints, cartilage, blood vessels, or spinal discs.

10.1 Subd. 2. Ergonomics program required. (a) Every licensed health care facility,
10.2 warehouse distribution center, or meatpacking site in the state shall create and implement
10.3 an effective written ergonomics program establishing the employer's plan to minimize the
10.4 risk of its employees developing or aggravating musculoskeletal disorders. The ergonomics
10.5 program shall focus on eliminating the risk. To the extent risk exists, the ergonomics program
10.6 must include feasible administrative or engineering controls to reduce the risk.

10.7 (b) The program shall include:

10.8 (1) an assessment to identify and reduce musculoskeletal disorder risk factors in the
10.9 facility;

10.10 (2) an initial and ongoing training of employees on ergonomics and its benefits, including
10.11 the importance of reporting early symptoms of musculoskeletal disorders;

10.12 (3) a procedure to ensure early reporting of musculoskeletal disorders to prevent or
10.13 reduce the progression of symptoms, the development of serious injuries, and lost-time
10.14 claims;

10.15 (4) a process for employees to provide possible solutions that may be implemented to
10.16 reduce, control, or eliminate workplace musculoskeletal disorders;

10.17 (5) procedures to ensure that physical plant modifications and major construction projects
10.18 are consistent with program goals; and

10.19 (6) annual evaluations of the ergonomics program and whenever a change to the work
10.20 process occurs.

10.21 Subd. 3. Annual evaluation of program required. There must be an established
10.22 procedure to annually assess the effectiveness of the ergonomics program, including
10.23 evaluation of the process to mitigate work-related risk factors in response to reporting of
10.24 symptoms of musculoskeletal disorders by employees. The annual assessment shall determine
10.25 the success of the implemented ergonomic solutions and whether goals set by the ergonomics
10.26 program have been met.

10.27 Subd. 4. Employee training. (a) An employer subject to this section must train all
10.28 employees on the following:

10.29 (1) the name of each individual on the employer's safety committee;

10.30 (2) the facility's ergonomic program;

10.31 (3) the early signs and symptoms of musculoskeletal injuries and the procedures for
10.32 reporting them;

11.1 (4) the procedures for reporting injuries and other hazards;

11.2 (5) any administrative or engineering controls related to ergonomic hazards that are in
11.3 place or will be implemented for their positions; and

11.4 (6) the requirements of subdivision 9.

11.5 (b) New employees must be trained according to paragraph (a) prior to starting work.

11.6 Current employees must receive initial training and ongoing annual training in accordance
11.7 with the employer's ergonomics program. The employer must provide the training during
11.8 working hours and compensate the employee for attending the training at the employee's
11.9 standard rate of pay. All training must be in a language and with vocabulary that the employee
11.10 can understand.

11.11 (c) Updates to the information conveyed in the training shall be communicated to
11.12 employees as soon as practicable.

11.13 Subd. 5. **Involvement of employees.** Employers subject to this section must solicit
11.14 feedback for its ergonomics program through its safety committee required by section
11.15 182.676, in addition to any other opportunities for employee participation the employer
11.16 may provide. The safety committee must be directly involved in ergonomics worksite
11.17 assessments and participate in the annual evaluation required by subdivision 3.

11.18 Subd. 6. **Workplace program or AWAIR.** An employer subject to this section must
11.19 reference its ergonomics program in a written Workplace Accident and Injury Reduction
11.20 (AWAIR) program required by section 182.653, subdivision 8.

11.21 Subd. 7. **Recordkeeping.** An employer subject to this section must maintain:

11.22 (1) a written certification dated and signed by each person who provides training and
11.23 containing the name and job title of each employee who receives training pursuant to this
11.24 section. The certifications must include the date training was conducted. The certification
11.25 completed by the training providers must state that the employer has provided training
11.26 consistent with the requirements of this section and include a brief summary or outline of
11.27 the information that was included in the training session;

11.28 (2) a record of all worker visits to on-site medical or first aid personnel for the last five
11.29 years, regardless of severity or type of illness or injury; and

11.30 (3) a record of all musculoskeletal disorders suffered by employees for the last five
11.31 years.

12.1 Subd. 8. **Availability of records.** (a) The employer must ensure that the certification
12.2 records required by subdivision 7, clause (1), are up to date and available to the
12.3 commissioner, employees, and authorized employee representatives, if any, upon request.

12.4 (b) Upon the request of the commissioner, an employee who is a member of the facility's
12.5 safety committee, or an authorized employee representative, the employer must provide the
12.6 requestor a redacted version of the medical or first aid records and records of all
12.7 musculoskeletal disorders. The name, contact information, and occupation of an employee,
12.8 and any other information that would reveal the identity of an employee, must be removed
12.9 in the redacted version. The redacted version must only include, to the extent it would not
12.10 reveal the identity of an employee, the location where the employee worked, the date of the
12.11 injury or visit, a description of the medical treatment or first aid provided, and a description
12.12 of the injury suffered.

12.13 (c) The employer must also make available to the commissioner and the employee who
12.14 is the subject of the records the unredacted medical or first aid records and unredacted
12.15 records of musculoskeletal disorders required by subdivision 7, clause (2), upon request.

12.16 Subd. 9. **Reporting encouraged.** Any employer subject to this section must not institute
12.17 or maintain any program, policy, or practice that discourages employees from reporting
12.18 injuries, hazards, or safety and health standard violations, including ergonomic-related
12.19 hazards and symptoms of musculoskeletal disorders.

12.20 Subd. 10. **Training materials.** The commissioner shall make training materials on
12.21 implementation of this section available to all employers, upon request, at no cost as part
12.22 of the duties of the commissioner under section 182.673.

12.23 Subd. 11. **Enforcement.** This section shall be enforced by the commissioner under
12.24 sections 182.66 and 182.661. A violation of this section is subject to the penalties provided
12.25 under section 182.666.

12.26 Subd. 12. **Grant program.** (a) The commissioner shall establish an ergonomics grant
12.27 program to provide matching funding for employers who are subject to this section to make
12.28 ergonomic improvements recommended by an on-site safety survey. Minnesota Rules,
12.29 chapter 5203, applies to the administration of the grant program.

12.30 (b) To be eligible for a grant under this section, an employer must:

12.31 (1) be a licensed health care facility, warehouse distribution center, or meatpacking site
12.32 as defined by subdivision 1;

13.1 (2) have current workers' compensation insurance provided through the assigned risk
13.2 plan, provided by an insurer subject to penalties under chapter 176, or as an approved
13.3 self-insured employer; and

13.4 (3) have an on-site safety survey with results that recommend specific equipment or
13.5 practices that will reduce the risk of injury or illness to employees and prevent
13.6 musculoskeletal disorders. This survey must have been conducted by a Minnesota
13.7 occupational safety and health compliance investigator or workplace safety consultant, an
13.8 in-house safety and health committee, a workers' compensation insurance underwriter, a
13.9 private consultant, or a person under contract with the assigned risk plan.

13.10 (c) Grant funds may be used for all or part of the cost of the following:

13.11 (1) purchasing and installing recommended equipment intended to prevent
13.12 musculoskeletal disorders;

13.13 (2) operating or maintaining recommended equipment intended to prevent musculoskeletal
13.14 disorders;

13.15 (3) property, if the property is necessary to meet the recommendations of the on-site
13.16 safety survey that are related to prevention of musculoskeletal disorders;

13.17 (4) training required to operate recommended safety equipment to prevent musculoskeletal
13.18 disorders; and

13.19 (5) tuition reimbursement for educational costs related to identifying ergonomic-related
13.20 issues that are related to the recommendations of the on-site safety survey.

13.21 (d) The commissioner shall evaluate applications, submitted on forms developed by the
13.22 commissioner, based on whether the proposed project:

13.23 (1) is technically and economically feasible;

13.24 (2) is consistent with the recommendations of the on-site safety survey and the objective
13.25 of reducing risk of injury or illness to employees and preventing musculoskeletal disorders;

13.26 (3) was submitted by an applicant with sufficient experience, knowledge, and commitment
13.27 for the project to be implemented in a timely manner;

13.28 (4) has the necessary financial commitments to cover all project costs;

13.29 (5) has the support of all public entities necessary for its completion; and

13.30 (6) complies with federal, state, and local regulations.

14.1 (e) Grants under this section shall provide a match of up to \$10,000 for private funds
14.2 committed by the employer to implement the recommended ergonomics-related equipment
14.3 or practices.

14.4 (f) Grants will be awarded to all applicants that meet the eligibility and evaluation criteria
14.5 under paragraphs (b), (c), and (d) until funding is depleted. If there are more eligible requests
14.6 than funding, awards will be prorated.

14.7 (g) Grant recipients are not eligible to apply for another grant under chapter 176 until
14.8 two years after the date of the award.

14.9 Subd. 13. **Standard development.** The commissioner may propose an ergonomics
14.10 standard using the authority provided in section 182.655.

14.11 **EFFECTIVE DATE.** This section is effective January 1, 2024, except subdivisions 9
14.12 and 12 are effective July 1, 2023.

14.13 Sec. 22. Minnesota Statutes 2022, section 326B.092, subdivision 6, is amended to read:

14.14 Subd. 6. **Fees nonrefundable.** Application and examination fees, license fees, license
14.15 renewal fees, and late fees are nonrefundable except for:

14.16 (1) license renewal fees received more than two years after expiration of the license, as
14.17 described in section 326B.094, subdivision 2;

14.18 (2) any overpayment of fees; and

14.19 (3) if the license is not issued or renewed, the contractor recovery fund fee and any
14.20 additional assessment paid under subdivision 7, paragraph (e).

14.21 Sec. 23. Minnesota Statutes 2022, section 326B.096, is amended to read:

14.22 **326B.096 REINSTATEMENT OF LICENSES.**

14.23 Subdivision 1. **Reinstatement after revocation.** (a) If a license is revoked under this
14.24 chapter and if an applicant for a license needs to pass an examination administered by the
14.25 commissioner before becoming licensed, then, in order to have the license reinstated, the
14.26 person who holds the revoked license must:

14.27 (1) retake the examination and achieve a passing score; and

14.28 (2) meet all other requirements for an initial license, including payment of the application
14.29 and examination fee and the license fee. The person holding the revoked license is not
14.30 eligible for Minnesota licensure without examination based on reciprocity.

15.1 (b) If a license is revoked under a chapter other than this chapter, then, in order to have
15.2 the license reinstated, the person who holds the revoked license must:

15.3 (1) apply for reinstatement to the commissioner no later than two years after the effective
15.4 date of the revocation;

15.5 (2) pay a ~~\$100~~ \$50 reinstatement application fee and any applicable renewal license fee;
15.6 and

15.7 (3) meet all applicable requirements for licensure, except that, unless required by the
15.8 order revoking the license, the applicant does not need to retake any examination and does
15.9 not need to repay a license fee that was paid before the revocation.

15.10 **Subd. 2. Reinstatement after suspension.** If a license is suspended, then, in order to
15.11 have the license reinstated, the person who holds the suspended license must:

15.12 (1) apply for reinstatement to the commissioner no later than two years after the
15.13 completion of the suspension period;

15.14 (2) pay a ~~\$100~~ \$50 reinstatement application fee and any applicable renewal license fee;
15.15 and

15.16 (3) meet all applicable requirements for licensure, except that, unless required by the
15.17 order suspending the license, the applicant does not need to retake any examination and
15.18 does not need to repay a license fee that was paid before the suspension.

15.19 **Subd. 3. Reinstatement after voluntary termination.** A licensee who is not an individual
15.20 may voluntarily terminate a license issued to the person under this chapter. If a licensee has
15.21 voluntarily terminated a license under this subdivision, then, in order to have the license
15.22 reinstated, the person who holds the terminated license must:

15.23 (1) apply for reinstatement to the commissioner no later than the date that the license
15.24 would have expired if it had not been terminated;

15.25 (2) pay a ~~\$100~~ \$25 reinstatement application fee and any applicable renewal license fee;
15.26 and

15.27 (3) meet all applicable requirements for licensure, except that the applicant does not
15.28 need to repay a license fee that was paid before the termination.

16.1 Sec. 24. Minnesota Statutes 2022, section 326B.103, is amended by adding a subdivision
16.2 to read:

16.3 Subd. 6a. **Electric vehicle capable space.** "Electric vehicle capable space" means a
16.4 designated automobile parking space that has electrical infrastructure, including but not
16.5 limited to raceways, cables, electrical capacity, and panelboard or other electrical distribution
16.6 space necessary for the future installation of an electric vehicle charging station.

16.7 Sec. 25. Minnesota Statutes 2022, section 326B.103, is amended by adding a subdivision
16.8 to read:

16.9 Subd. 6b. **Electric vehicle charging station.** "Electric vehicle charging station" means
16.10 a designated automobile parking space that has a dedicated connection for charging an
16.11 electric vehicle.

16.12 Sec. 26. Minnesota Statutes 2022, section 326B.103, is amended by adding a subdivision
16.13 to read:

16.14 Subd. 6c. **Electric vehicle ready space.** "Electric vehicle ready space" means a designated
16.15 automobile parking space that has a branch circuit capable of supporting the installation of
16.16 an electric vehicle charging station.

16.17 Sec. 27. Minnesota Statutes 2022, section 326B.103, is amended by adding a subdivision
16.18 to read:

16.19 Subd. 10a. **Parking facilities.** "Parking facilities" includes parking lots, garages, ramps,
16.20 or decks.

16.21 Sec. 28. Minnesota Statutes 2022, section 326B.103, subdivision 13, is amended to read:

16.22 Subd. 13. **State licensed facility.** "State licensed facility" means a building and its
16.23 grounds that are licensed by the state as a hospital, nursing home, supervised living facility,
16.24 assisted living facility, including assisted living facility with dementia care, free-standing
16.25 outpatient surgical center, correctional facility, boarding care home, or residential hospice.

16.26 **EFFECTIVE DATE.** This section is effective August 1, 2023.

16.27 Sec. 29. Minnesota Statutes 2022, section 326B.106, subdivision 1, is amended to read:

16.28 Subdivision 1. **Adoption of code.** (a) Subject to paragraphs (c) and (d) and sections
16.29 326B.101 to 326B.194, the commissioner shall by rule and in consultation with the
16.30 Construction Codes Advisory Council establish a code of standards for the construction,

17.1 reconstruction, alteration, and repair of buildings, governing matters of structural materials,
17.2 design and construction, fire protection, health, sanitation, and safety, including design and
17.3 construction standards regarding heat loss control, illumination, and climate control. The
17.4 code must also include duties and responsibilities for code administration, including
17.5 procedures for administrative action, penalties, and suspension and revocation of certification.
17.6 The code must conform insofar as practicable to model building codes generally accepted
17.7 and in use throughout the United States, including a code for building conservation. In the
17.8 preparation of the code, consideration must be given to the existing statewide specialty
17.9 codes presently in use in the state. Model codes with necessary modifications and statewide
17.10 specialty codes may be adopted by reference. The code must be based on the application
17.11 of scientific principles, approved tests, and professional judgment. To the extent possible,
17.12 the code must be adopted in terms of desired results instead of the means of achieving those
17.13 results, avoiding wherever possible the incorporation of specifications of particular methods
17.14 or materials. To that end the code must encourage the use of new methods and new materials.
17.15 Except as otherwise provided in sections 326B.101 to 326B.194, the commissioner shall
17.16 administer and enforce the provisions of those sections.

17.17 (b) The commissioner shall develop rules addressing the plan review fee assessed to
17.18 similar buildings without significant modifications including provisions for use of building
17.19 systems as specified in the industrial/modular program specified in section 326B.194.
17.20 Additional plan review fees associated with similar plans must be based on costs
17.21 commensurate with the direct and indirect costs of the service.

17.22 (c) Beginning with the 2018 edition of the model building codes and every six years
17.23 thereafter, the commissioner shall review the new model building codes and adopt the model
17.24 codes as amended for use in Minnesota, within two years of the published edition date. The
17.25 commissioner may adopt amendments to the building codes prior to the adoption of the
17.26 new building codes to advance construction methods, technology, or materials, or, where
17.27 necessary to protect the health, safety, and welfare of the public, or to improve the efficiency
17.28 or the use of a building.

17.29 (d) Notwithstanding paragraph (c), the commissioner shall act on each new model
17.30 residential energy code and the new model commercial energy code in accordance with
17.31 federal law for which the United States Department of Energy has issued an affirmative
17.32 determination in compliance with United States Code, title 42, section 6833. The
17.33 commissioner may adopt amendments prior to adoption of the new energy codes, as amended
17.34 for use in Minnesota, to advance construction methods, technology, or materials, or, where

18.1 necessary to protect the health, safety, and welfare of the public, or to improve the efficiency
18.2 or use of a building.

18.3 (e) Beginning in 2024, the commissioner shall act on the new model commercial energy
18.4 code by adopting each new published edition of ASHRAE 90.1 or a more efficient standard.
18.5 The commercial energy code in effect in 2036 and thereafter must achieve an 80 percent
18.6 reduction in annual net energy consumption or greater, using the ASHRAE 90.1-2004 as a
18.7 baseline. The commissioner shall adopt commercial energy codes from 2024 to 2036 that
18.8 incrementally move toward achieving the 80 percent reduction in annual net energy
18.9 consumption. By January 15 of the year following each new code adoption, the commissioner
18.10 shall make a report on progress under this section to the legislative committees with
18.11 jurisdiction over the energy code.

18.12 (f) Nothing in this section shall be interpreted to limit the ability of a public utility to
18.13 offer code support programs, or to claim energy savings resulting from such programs,
18.14 through its energy conservation and optimization plans approved by the commissioner of
18.15 commerce under section 216B.241 or an energy conservation and optimization plan filed
18.16 by a consumer-owned utility under section 216B.2403.

18.17 Sec. 30. Minnesota Statutes 2022, section 326B.106, subdivision 4, is amended to read:

18.18 Subd. 4. **Special requirements.** (a) **Space for commuter vans.** The code must require
18.19 that any parking ramp or other parking facility constructed in accordance with the code
18.20 include an appropriate number of spaces suitable for the parking of motor vehicles having
18.21 a capacity of seven to 16 persons and which are principally used to provide prearranged
18.22 commuter transportation of employees to or from their place of employment or to or from
18.23 a transit stop authorized by a local transit authority.

18.24 (b) **Smoke detection devices.** The code must require that all dwellings, lodging houses,
18.25 apartment houses, and hotels as defined in section 299F.362 comply with the provisions of
18.26 section 299F.362.

18.27 (c) **Doors in nursing homes and hospitals.** The State Building Code may not require
18.28 that each door entering a sleeping or patient's room from a corridor in a nursing home or
18.29 hospital with an approved complete standard automatic fire extinguishing system be
18.30 constructed or maintained as self-closing or automatically closing.

18.31 (d) **Child care facilities in churches; ground level exit.** A licensed day care center
18.32 serving fewer than 30 preschool age persons and which is located in a belowground space

19.1 in a church building is exempt from the State Building Code requirement for a ground level
19.2 exit when the center has more than two stairways to the ground level and its exit.

19.3 (e) **Family and group family day care.** Until the legislature enacts legislation specifying
19.4 appropriate standards, the definition of dwellings constructed in accordance with the
19.5 International Residential Code as adopted as part of the State Building Code applies to
19.6 family and group family day care homes licensed by the Department of Human Services
19.7 under Minnesota Rules, chapter 9502.

19.8 (f) **Enclosed stairways.** No provision of the code or any appendix chapter of the code
19.9 may require stairways of existing multiple dwelling buildings of two stories or less to be
19.10 enclosed.

19.11 (g) **Double cylinder dead bolt locks.** No provision of the code or appendix chapter of
19.12 the code may prohibit double cylinder dead bolt locks in existing single-family homes,
19.13 townhouses, and first floor duplexes used exclusively as a residential dwelling. Any
19.14 recommendation or promotion of double cylinder dead bolt locks must include a warning
19.15 about their potential fire danger and procedures to minimize the danger.

19.16 (h) **Relocated residential buildings.** A residential building relocated within or into a
19.17 political subdivision of the state need not comply with the State Energy Code or section
19.18 326B.439 provided that, where available, an energy audit is conducted on the relocated
19.19 building.

19.20 (i) **Automatic garage door opening systems.** The code must require all residential
19.21 buildings as defined in section 325F.82 to comply with the provisions of sections 325F.82
19.22 and 325F.83.

19.23 (j) **Exterior wood decks, patios, and balconies.** The code must permit the decking
19.24 surface and upper portions of exterior wood decks, patios, and balconies to be constructed
19.25 of (1) heartwood from species of wood having natural resistance to decay or termites,
19.26 including redwood and cedars, (2) grades of lumber which contain sapwood from species
19.27 of wood having natural resistance to decay or termites, including redwood and cedars, or
19.28 (3) treated wood. The species and grades of wood products used to construct the decking
19.29 surface and upper portions of exterior decks, patios, and balconies must be made available
19.30 to the building official on request before final construction approval.

19.31 (k) **Bioprocess piping and equipment.** No permit fee for bioprocess piping may be
19.32 imposed by municipalities under the State Building Code, except as required under section
19.33 326B.92 subdivision 1. Permits for bioprocess piping shall be according to section 326B.92
19.34 administered by the Department of Labor and Industry. All data regarding the material

20.1 production processes, including the bioprocess system's structural design and layout, are
 20.2 nonpublic data as provided by section 13.7911.

20.3 **(l) Use of ungraded lumber.** The code must allow the use of ungraded lumber in
 20.4 geographic areas of the state where the code did not generally apply as of April 1, 2008, to
 20.5 the same extent that ungraded lumber could be used in that area before April 1, 2008.

20.6 **(m) Window cleaning safety.** ~~The code must require the installation of dedicated~~
 20.7 ~~anchorages for the purpose of suspended window cleaning on (1) new buildings four stories~~
 20.8 ~~or greater; and (2) buildings four stories or greater, only on those areas undergoing~~
 20.9 ~~reconstruction, alteration, or repair that includes the exposure of primary structural~~
 20.10 ~~components of the roof.~~ The commissioner shall adopt rules, using the expedited rulemaking
 20.11 process in section 14.389, requiring window cleaning safety features that comply with a
 20.12 nationally recognized standard as part of the State Building Code. Window cleaning safety
 20.13 features shall be provided for all windows on:

20.14 (1) new buildings where determined by the code; and

20.15 (2) existing buildings undergoing alterations where both of the following conditions are
 20.16 met:

20.17 (i) the windows do not currently have safe window cleaning features; and

20.18 (ii) the proposed work area being altered can include provisions for safe window cleaning.

20.19 ~~The commissioner may waive all or a portion of the requirements of this paragraph~~
 20.20 ~~related to reconstruction, alteration, or repair, if the installation of dedicated anchorages~~
 20.21 ~~would not result in significant safety improvements due to limits on the size of the project,~~
 20.22 ~~or other factors as determined by the commissioner.~~

20.23 **(n) Adult-size changing facilities.** The commissioner shall adopt rules requiring
 20.24 adult-size changing facilities as part of the State Building Code.

20.25 **EFFECTIVE DATE.** This section is effective the day following final enactment.

20.26 Sec. 31. Minnesota Statutes 2022, section 326B.106, is amended by adding a subdivision
 20.27 to read:

20.28 **Subd. 16. Electric vehicle charging.** The code shall require a minimum number of
 20.29 electric vehicle ready spaces, electric vehicle capable spaces, and electric vehicle charging
 20.30 stations either within or adjacent to new commercial and multifamily structures that provide
 20.31 on-site parking facilities. Residential structures with fewer than four dwelling units are
 20.32 exempt from this subdivision.

- 21.1 Sec. 32. Minnesota Statutes 2022, section 326B.802, subdivision 15, is amended to read:
- 21.2 Subd. 15. **Special skill.** "Special skill" means one of the following eight categories:
- 21.3 (a) **Excavation.** Excavation includes work in any of the following areas:
- 21.4 (1) excavation;
- 21.5 (2) trenching;
- 21.6 (3) grading; and
- 21.7 (4) site grading.
- 21.8 (b) **Masonry and concrete.** Masonry and concrete includes work in any of the following
- 21.9 areas:
- 21.10 (1) drain systems;
- 21.11 (2) poured walls;
- 21.12 (3) slabs and poured-in-place footings;
- 21.13 (4) masonry walls;
- 21.14 (5) masonry fireplaces;
- 21.15 (6) masonry veneer; and
- 21.16 (7) water resistance and waterproofing.
- 21.17 (c) **Carpentry.** Carpentry includes work in any of the following areas:
- 21.18 (1) rough framing;
- 21.19 (2) finish carpentry;
- 21.20 (3) doors, windows, and skylights;
- 21.21 (4) porches and decks, excluding footings;
- 21.22 (5) wood foundations; and
- 21.23 (6) drywall installation, excluding taping and finishing.
- 21.24 (d) **Interior finishing.** Interior finishing includes work in any of the following areas:
- 21.25 (1) floor covering;
- 21.26 (2) wood floors;
- 21.27 (3) cabinet and counter top installation;

- 22.1 (4) insulation and vapor barriers;
- 22.2 (5) interior or exterior painting;
- 22.3 (6) ceramic, marble, and quarry tile;
- 22.4 (7) ornamental guardrail and installation of prefabricated stairs; and
- 22.5 (8) wallpapering.
- 22.6 (e) **Exterior finishing.** Exterior finishing includes work in any of the following areas:
- 22.7 (1) siding;
- 22.8 (2) soffit, fascia, and trim;
- 22.9 (3) exterior plaster and stucco;
- 22.10 (4) painting; and
- 22.11 (5) rain carrying systems, including gutters and down spouts.
- 22.12 (f) **Drywall and plaster.** Drywall and plaster includes work in any of the following
- 22.13 areas:
- 22.14 (1) installation;
- 22.15 (2) taping;
- 22.16 (3) finishing;
- 22.17 (4) interior plaster;
- 22.18 (5) painting; and
- 22.19 (6) wallpapering.
- 22.20 (g) **Residential roofing.** Residential roofing includes work in any of the following areas:
- 22.21 (1) roof coverings;
- 22.22 (2) roof sheathing;
- 22.23 (3) roof weatherproofing and insulation; ~~and~~
- 22.24 (4) repair of roof support system, but not construction of new roof support system; and
- 22.25 (5) penetration of roof coverings for purposes of attaching a solar photovoltaic system.
- 22.26 (h) **General installation specialties.** Installation includes work in any of the following
- 22.27 areas:
- 22.28 (1) garage doors and openers;

- 23.1 (2) pools, spas, and hot tubs;
- 23.2 (3) fireplaces and wood stoves;
- 23.3 (4) asphalt paving and seal coating; ~~and~~
- 23.4 (5) ornamental guardrail and prefabricated stairs; and
- 23.5 (6) assembly of the support system for a solar photovoltaic system.

23.6 Sec. 33. **RULEMAKING AUTHORITY.**

23.7 The commissioner of labor and industry shall adopt rules, using the expedited rulemaking
 23.8 process in Minnesota Statutes, section 14.389, that set forth adult-size changing facilities
 23.9 to conform with the addition of Minnesota Statutes, section 326B.106, subdivision 4,
 23.10 paragraph (n), under this act.

23.11 **EFFECTIVE DATE.** This section is effective the day following final enactment.

23.12 Sec. 34. **REPEALER.**

23.13 Minnesota Statutes 2022, section 177.26, subdivision 3, is repealed.

23.14 **ARTICLE 2**

23.15 **AGRICULTURE AND FOOD PROCESSING WORKERS**

23.16 Section 1. Minnesota Statutes 2022, section 179.86, subdivision 1, is amended to read:

23.17 Subdivision 1. **Definition.** For the purpose of this section, "employer" means an employer
 23.18 in the meatpacking or poultry processing industry.

23.19 Sec. 2. Minnesota Statutes 2022, section 179.86, subdivision 3, is amended to read:

23.20 Subd. 3. **Information provided to employee by employer.** (a) At the start of
 23.21 employment, an employer must provide an explanation in an employee's native language
 23.22 of the employee's rights and duties as an employee ~~either~~ both person to person ~~or~~ and
 23.23 through written materials that, at a minimum, include:

- 23.24 (1) a complete description of the salary and benefits plans as they relate to the employee;
- 23.25 (2) a job description for the employee's position;
- 23.26 (3) a description of leave policies;
- 23.27 (4) a description of the work hours and work hours policy; ~~and~~
- 23.28 (5) a description of the occupational hazards known to exist for the position; and

24.1 (6) when workers' compensation insurance coverage is required by chapter 176, the
24.2 name of the employer's workers' compensation insurance carrier, the carrier's phone number,
24.3 and the insurance policy number.

24.4 (b) The explanation must also include information on the following employee rights as
24.5 protected by state or federal law and a description of where additional information about
24.6 those rights may be obtained:

24.7 (1) the right to organize and bargain collectively and refrain from organizing and
24.8 bargaining collectively;

24.9 (2) the right to a safe workplace; ~~and~~

24.10 (3) the right to be free from discrimination; and

24.11 (4) the right to workers' compensation insurance coverage.

24.12 (c) The Department of Labor and Industry shall provide a standard explanation form for
24.13 use at the employer's option for providing the information required in this subdivision. The
24.14 form shall be available in English and Spanish and additional languages upon request.

24.15 (d) The requirements under this subdivision are in addition to the requirements under
24.16 section 181.032.

24.17 Sec. 3. Minnesota Statutes 2022, section 179.86, is amended by adding a subdivision to
24.18 read:

24.19 Subd. 5. **Civil action.** An employee injured by a violation of this section has a cause of
24.20 action for damages for the greater of \$1,000 per violation or twice the employee's actual
24.21 damages, plus costs and reasonable attorney fees. A damage award shall be the greater of
24.22 \$1,400 or three times actual damages for an employee injured by an intentional violation
24.23 of this section.

24.24 Sec. 4. Minnesota Statutes 2022, section 179.86, is amended by adding a subdivision to
24.25 read:

24.26 Subd. 6. **Fine.** The commissioner of labor and industry shall fine an employer not less
24.27 than \$400 or more than \$1,000 for each violation of subdivision 3. The fine shall be payable
24.28 to the employee aggrieved.

25.1 Sec. 5. Minnesota Statutes 2022, section 181.14, subdivision 1, is amended to read:

25.2 Subdivision 1. **Prompt payment required.** (a) When any such employee quits or resigns
25.3 employment, the wages or commissions earned and unpaid at the time the employee quits
25.4 or resigns shall be paid in full not later than the first regularly scheduled payday following
25.5 the employee's final day of employment, unless an employee is subject to a collective
25.6 bargaining agreement with a different provision. Wages are earned and unpaid if the
25.7 employee was not paid for all time worked at the employee's regular rate of pay or at the
25.8 rate required by law, including any applicable statute, regulation, rule, ordinance, government
25.9 resolution or policy, contract, or other legal authority, whichever rate of pay is greater. If
25.10 the first regularly scheduled payday is less than five calendar days following the employee's
25.11 final day of employment, full payment may be delayed until the second regularly scheduled
25.12 payday but shall not exceed a total of 20 calendar days following the employee's final day
25.13 of employment.

25.14 (b) Notwithstanding the provisions of paragraph (a), in the case of migrant workers, as
25.15 defined in section 181.85, the wages or commissions earned and unpaid at the time the
25.16 employee quits or resigns shall become due and payable within ~~five~~ three days thereafter.

25.17 Sec. 6. Minnesota Statutes 2022, section 181.635, subdivision 1, is amended to read:

25.18 Subdivision 1. **Definitions.** The definitions in this subdivision apply to this section.

25.19 (a) "Employer" means a person who employs another to perform a service for hire.
25.20 Employer includes any agent or attorney of an employer who, for money or other valuable
25.21 consideration paid or promised to be paid, performs any recruiting.

25.22 (b) "Person" means a corporation, partnership, limited liability company, limited liability
25.23 partnership, association, individual, or group of persons.

25.24 (c) "Recruits" means to induce an individual, directly or through an agent, to relocate
25.25 to Minnesota or within Minnesota to work in food processing by an offer of employment
25.26 or of the possibility of employment.

25.27 (d) "Food processing" means canning, packing, or otherwise processing poultry or meat
25.28 for consumption.

25.29 (e) "Terms and conditions of employment" means the following:

25.30 (1) nature of the work to be performed;

25.31 (2) wage rate, nature and amount of deductions for tools, clothing, supplies, or other
25.32 items;

- 26.1 (3) anticipated hours of work per week, including overtime;
- 26.2 (4) anticipated slowdown or shutdown or if hours of work per week vary more than 25
26.3 percent from clause (3);
- 26.4 (5) duration of the work;
- 26.5 (6) workers' compensation coverage and name, address, and telephone number of insurer
26.6 and Department of Labor and Industry;
- 26.7 (7) employee benefits available, including any health plans, sick leave, or paid vacation;
- 26.8 (8) transportation and relocation arrangements with allocation of costs between employer
26.9 and employee;
- 26.10 (9) availability and description of housing and any costs to employee associated with
26.11 housing; and
- 26.12 (10) any other item of value offered, and allocation of costs of item between employer
26.13 and employee.

26.14 Sec. 7. Minnesota Statutes 2022, section 181.635, subdivision 2, is amended to read:

26.15 Subd. 2. **Recruiting; required disclosure.** (a) An employer shall provide written
26.16 disclosure of the terms and conditions of employment to a person at the time it recruits the
26.17 person to relocate to work in the food processing industry. The disclosure requirement does
26.18 not apply to an exempt employee as defined in United States Code, title 29, section 213(a)(1).
26.19 The disclosure must be written in English and Spanish, or English and another language if
26.20 the person's preferred language is not English or Spanish, dated and signed by the employer
26.21 and the person recruited, and maintained by the employer for ~~two~~ three years. A copy of
26.22 the signed and completed disclosure must be delivered immediately to the recruited person.
26.23 The disclosure may not be construed as an employment contract.

26.24 (b) The requirements under this subdivision are in addition to the requirements under
26.25 section 181.032.

26.26 Sec. 8. Minnesota Statutes 2022, section 181.635, subdivision 3, is amended to read:

26.27 Subd. 3. **Civil action.** A person injured by a violation of this section has a cause of action
26.28 for damages for the greater of ~~\$500~~ \$1,000 per violation or twice their actual damages, plus
26.29 costs and reasonable attorney's fees. A damage award shall be the greater of ~~\$750~~ \$1,400
26.30 or three times actual damages for a person injured by an intentional violation of this section.

27.1 Sec. 9. Minnesota Statutes 2022, section 181.635, subdivision 4, is amended to read:

27.2 Subd. 4. **Fine.** The Department of Labor and Industry shall fine an employer not less
27.3 than ~~\$200~~ \$400 or more than ~~\$500~~ \$1,000 for each violation of this section. The fine shall
27.4 be payable to the employee aggrieved.

27.5 Sec. 10. Minnesota Statutes 2022, section 181.635, subdivision 6, is amended to read:

27.6 Subd. 6. **Standard disclosure form.** The Department of Labor and Industry shall provide
27.7 a standard form for use at the employer's option in making the disclosure required in
27.8 subdivision 2. The form shall be available in English and Spanish and additional languages
27.9 upon request.

27.10 Sec. 11. Minnesota Statutes 2022, section 181.85, subdivision 2, is amended to read:

27.11 Subd. 2. **Agricultural labor.** "Agricultural labor" means field labor associated with the
27.12 cultivation and harvest of fruits and vegetables and work performed in processing fruits and
27.13 vegetables for market, as well as labor performed in agriculture as defined in Minnesota
27.14 Rules, part 5200.0260.

27.15 Sec. 12. Minnesota Statutes 2022, section 181.85, subdivision 4, is amended to read:

27.16 Subd. 4. **Employer.** "Employer" means ~~a processor of fruits or vegetables~~ an individual,
27.17 partnership, association, corporation, business trust, or any person or group of persons that
27.18 employs, either directly or indirectly through a recruiter, ~~more than 30~~ one or more migrant
27.19 workers ~~per day for more than seven days~~ in any calendar year.

27.20 Sec. 13. Minnesota Statutes 2022, section 181.86, subdivision 1, is amended to read:

27.21 Subdivision 1. **Terms.** (a) An employer that recruits a migrant worker shall provide the
27.22 migrant worker, at the time the worker is recruited, with a written employment statement
27.23 which shall state clearly and plainly, in English and Spanish, or English and another language
27.24 if the worker's preferred language is not English or Spanish:

27.25 (1) the date on which and the place at which the statement was completed and provided
27.26 to the migrant worker;

27.27 (2) the name and permanent address of the migrant worker, of the employer, and of the
27.28 recruiter who recruited the migrant worker;

28.1 (3) the date on which the migrant worker is to arrive at the place of employment, the
 28.2 date on which employment is to begin, the approximate hours of employment, and the
 28.3 minimum period of employment;

28.4 (4) the crops and the operations on which the migrant worker will be employed;

28.5 (5) the wage rates to be paid;

28.6 (6) the payment terms, as provided in section 181.87;

28.7 (7) any deduction to be made from wages; ~~and~~

28.8 (8) whether housing will be provided; and

28.9 (9) when workers' compensation insurance coverage is required by chapter 176, the
 28.10 name of the employer's workers' compensation insurance carrier, the carrier's phone number,
 28.11 and the insurance policy number.

28.12 (b) The Department of Labor and Industry shall provide a standard employment statement
 28.13 form for use at the employer's option for providing the information required in subdivision
 28.14 1. The form shall be available in English and Spanish and additional languages upon request.

28.15 (c) The requirements under this subdivision are in addition to the requirements under
 28.16 section 181.032.

28.17 Sec. 14. Minnesota Statutes 2022, section 181.87, subdivision 2, is amended to read:

28.18 Subd. 2. **Biweekly pay.** The employer shall pay wages due to the migrant worker at
 28.19 least every two weeks, except on termination, when the employer shall pay within three
 28.20 days unless payment is required sooner pursuant to section 181.13.

28.21 Sec. 15. Minnesota Statutes 2022, section 181.87, subdivision 3, is amended to read:

28.22 Subd. 3. **Guaranteed hours.** The employer shall guarantee to each recruited migrant
 28.23 worker a minimum of 70 hours pay for work in any two successive weeks and, should the
 28.24 pay for hours actually offered by the employer and worked by the migrant worker provide
 28.25 a sum of pay less than the minimum guarantee, the employer shall pay the migrant worker
 28.26 the difference within three days after the scheduled payday for the pay period involved.
 28.27 Payment for the guaranteed hours shall be at the hourly wage rate, if any, specified in the
 28.28 employment statement, or the federal, state, or local minimum wage, whichever is ~~higher~~
 28.29 highest. Any pay in addition to the hourly wage rate specified in the employment statement
 28.30 shall be applied against the guarantee. This guarantee applies for the minimum period of
 28.31 employment specified in the employment statement beginning with the date on which

29.1 employment is to begin as specified in the employment statement. The date on which
 29.2 employment is to begin may be changed by the employer by written, telephonic, or
 29.3 telegraphic notice to the migrant worker, at the worker's last known physical address or
 29.4 email address, no later than ten days prior to the previously stated beginning date. The
 29.5 migrant worker shall contact the recruiter to obtain the latest information regarding the date
 29.6 upon which employment is to begin no later than five days prior to the previously stated
 29.7 beginning date. This guarantee shall be reduced, when there is no work available for a period
 29.8 of seven or more consecutive days during any two-week period subsequent to the
 29.9 commencement of work, by five hours pay for each such day, when the unavailability of
 29.10 work is caused by climatic conditions or an act of God, provided that the employer pays
 29.11 the migrant worker, on the normal payday, the sum of ~~\$5~~ \$50 for each such day.

29.12 Sec. 16. Minnesota Statutes 2022, section 181.87, subdivision 7, is amended to read:

29.13 Subd. 7. **Statement itemizing deductions from wages.** The employer shall provide a
 29.14 written statement at the time wages are paid clearly itemizing each deduction from wages.
 29.15 The written statement shall also comply with all other requirements for an earnings statement
 29.16 in section 181.032.

29.17 Sec. 17. Minnesota Statutes 2022, section 181.88, is amended to read:

29.18 **181.88 RECORD KEEPING.**

29.19 Every employer subject to the provisions of sections 181.85 to 181.90 shall maintain
 29.20 complete and accurate records ~~of the names of, the daily hours worked by, the rate of pay~~
 29.21 ~~for and the wages paid each pay period to~~ for every individual migrant worker recruited by
 29.22 that employer, as required by section 177.30 and shall ~~preserve the records~~ also maintain
 29.23 the employment statements required under section 181.86 for a period of at least three years.

29.24 Sec. 18. Minnesota Statutes 2022, section 181.89, subdivision 2, is amended to read:

29.25 Subd. 2. **Judgment; damages.** If the court finds that any defendant has violated the
 29.26 provisions of sections 181.86 to 181.88, the court shall enter judgment for the actual damages
 29.27 incurred by the plaintiff or the appropriate penalty as provided by this subdivision, whichever
 29.28 is greater. The court may also award court costs and a reasonable attorney's fee. The penalties
 29.29 shall be as follows:

29.30 (1) whenever the court finds that an employer has violated the record-keeping
 29.31 requirements of section 181.88, ~~\$50~~ \$200;

30.1 (2) whenever the court finds that an employer has recruited a migrant worker without
 30.2 providing a written employment statement as provided in section 181.86, subdivision 1,
 30.3 ~~\$250~~ \$800;

30.4 (3) whenever the court finds that an employer has recruited a migrant worker after having
 30.5 provided a written employment statement, but finds that the employment statement fails to
 30.6 comply with the requirement of section 181.86, subdivision 1 or section 181.87, ~~\$250~~ \$800;

30.7 (4) whenever the court finds that an employer has failed to comply with the terms of an
 30.8 employment statement which the employer has provided to a migrant worker or has failed
 30.9 to comply with any payment term required by section 181.87, ~~\$500~~ \$1,600;

30.10 (5) whenever the court finds that an employer has failed to pay wages to a migrant worker
 30.11 within a time period set forth in section 181.87, subdivision 2 or 3, ~~\$500~~ \$1,600; and

30.12 (6) whenever penalties are awarded, they shall be awarded severally in favor of each
 30.13 migrant worker plaintiff and against each defendant found liable.

30.14 Sec. 19. Minnesota Statutes 2022, section 181.89, is amended by adding a subdivision to
 30.15 read:

30.16 Subd. 3. **Enforcement.** In addition to any other remedies available, the commissioner
 30.17 may assess the penalties in subdivision 2 and provide the penalty to the migrant worker
 30.18 aggrieved by the employer's noncompliance.

30.19 **ARTICLE 3**

30.20 **NURSING HOME WORKFORCE STANDARDS**

30.21 Section 1. **TITLE.**

30.22 Minnesota Statutes, sections 181.211 to 181.217, shall be known as the "Minnesota
 30.23 Nursing Home Workforce Standards Board Act."

30.24 Sec. 2. Minnesota Statutes 2022, section 177.27, subdivision 7, is amended to read:

30.25 Subd. 7. **Employer liability.** If an employer is found by the commissioner to have
 30.26 violated a section identified in subdivision 4, or any rule adopted under section 177.28,
 30.27 181.213, or 181.215, and the commissioner issues an order to comply, the commissioner
 30.28 shall order the employer to cease and desist from engaging in the violative practice and to
 30.29 take such affirmative steps that in the judgment of the commissioner will effectuate the
 30.30 purposes of the section or rule violated. The commissioner shall order the employer to pay
 30.31 to the aggrieved parties back pay, gratuities, and compensatory damages, less any amount

31.1 actually paid to the employee by the employer, and for an additional equal amount as
31.2 liquidated damages. Any employer who is found by the commissioner to have repeatedly
31.3 or willfully violated a section or sections identified in subdivision 4 shall be subject to a
31.4 civil penalty of up to \$1,000 for each violation for each employee. In determining the amount
31.5 of a civil penalty under this subdivision, the appropriateness of such penalty to the size of
31.6 the employer's business and the gravity of the violation shall be considered. In addition, the
31.7 commissioner may order the employer to reimburse the department and the attorney general
31.8 for all appropriate litigation and hearing costs expended in preparation for and in conducting
31.9 the contested case proceeding, unless payment of costs would impose extreme financial
31.10 hardship on the employer. If the employer is able to establish extreme financial hardship,
31.11 then the commissioner may order the employer to pay a percentage of the total costs that
31.12 will not cause extreme financial hardship. Costs include but are not limited to the costs of
31.13 services rendered by the attorney general, private attorneys if engaged by the department,
31.14 administrative law judges, court reporters, and expert witnesses as well as the cost of
31.15 transcripts. Interest shall accrue on, and be added to, the unpaid balance of a commissioner's
31.16 order from the date the order is signed by the commissioner until it is paid, at an annual rate
31.17 provided in section 549.09, subdivision 1, paragraph (c). The commissioner may establish
31.18 escrow accounts for purposes of distributing damages.

31.19 Sec. 3. **[181.211] DEFINITIONS.**

31.20 Subdivision 1. **Application.** The terms defined in this section apply to sections 181.211
31.21 to 181.217.

31.22 Subd. 2. **Board.** "Board" means the Minnesota Nursing Home Workforce Standards
31.23 Board established under section 181.212.

31.24 Subd. 3. **Certified worker organization.** "Certified worker organization" means a
31.25 worker organization that is certified by the board to conduct nursing home worker trainings
31.26 under section 181.214.

31.27 Subd. 4. **Commissioner.** "Commissioner" means the commissioner of labor and industry.

31.28 Subd. 5. **Compensation.** "Compensation" means all income and benefits paid by a
31.29 nursing home employer to a nursing home worker or on behalf of a nursing home worker,
31.30 including but not limited to wages, bonuses, differentials, paid leave, pay for scheduling
31.31 changes, and pay for training or occupational certification.

31.32 Subd. 6. **Employer organization.** "Employer organization" means:

32.1 (1) an organization that is exempt from federal income taxation under section 501(c)(6)
 32.2 of the Internal Revenue Code and that represents nursing home employers; or

32.3 (2) an entity that employers, who together employ a majority of nursing home workers
 32.4 in Minnesota, have selected as a representative.

32.5 Subd. 7. **Nursing home.** "Nursing home" means a nursing home licensed under chapter
 32.6 144A, or a boarding care home licensed under sections 144.50 to 144.56.

32.7 Subd. 8. **Nursing home employer.** "Nursing home employer" means an employer of
 32.8 nursing home workers in a licensed, Medicaid-certified facility that is reimbursed under
 32.9 chapter 256R.

32.10 Subd. 9. **Nursing home worker.** "Nursing home worker" means any worker who provides
 32.11 services in a nursing home in Minnesota, including direct care staff, non-direct care staff,
 32.12 and contractors, but excluding administrative staff, medical directors, nursing directors,
 32.13 physicians, and individuals employed by a supplemental nursing services agency.

32.14 Subd. 10. **Worker organization.** "Worker organization" means an organization that is
 32.15 exempt from federal income taxation under section 501(c)(3), 501(c)(4), or 501(c)(5) of
 32.16 the Internal Revenue Code, that is not dominated or interfered with by any nursing home
 32.17 employer within the meaning of United States Code, title 29, section 158a(2), and that has
 32.18 at least five years of demonstrated experience engaging with and advocating for nursing
 32.19 home workers.

32.20 Sec. 4. **[181.212] MINNESOTA NURSING HOME WORKFORCE STANDARDS**
 32.21 **BOARD; ESTABLISHMENT.**

32.22 Subdivision 1. **Board established; membership.** (a) The Minnesota Nursing Home
 32.23 Workforce Standards Board is created with the powers and duties established by law. The
 32.24 board is composed of the following voting members:

32.25 (1) the commissioner of human services or a designee;

32.26 (2) the commissioner of health or a designee;

32.27 (3) the commissioner of labor and industry or a designee;

32.28 (4) three members who represent nursing home employers or employer organizations,
 32.29 appointed by the governor in accordance with section 15.066; and

32.30 (5) three members who represent nursing home workers or worker organizations,
 32.31 appointed by the governor in accordance with section 15.066.

33.1 (b) In making appointments under clause (4), the governor shall consider the geographic
33.2 distribution of nursing homes within the state.

33.3 Subd. 2. **Terms; vacancies.** (a) Board members appointed under subdivision 1, clause
33.4 (4) or (5), shall serve four-year terms following the initial staggered-lot determination.

33.5 (b) For members appointed under subdivision 1, clause (4) or (5), the governor shall fill
33.6 vacancies occurring prior to the expiration of a member's term by appointment for the
33.7 unexpired term. A member appointed under subdivision 1, clause (4) or (5), must not be
33.8 appointed to more than two consecutive terms.

33.9 (c) A member serves until a successor is appointed.

33.10 Subd. 3. **Chairperson.** The board shall elect a member by majority vote to serve as its
33.11 chairperson and shall determine the term to be served by the chairperson.

33.12 Subd. 4. **Staffing.** The commissioner may employ an executive director for the board
33.13 and other personnel to carry out duties of the board under sections 181.211 to 181.217.

33.14 Subd. 5. **Board compensation.** Compensation of board members is governed by section
33.15 15.0575.

33.16 Subd. 6. **Application of other laws.** Meetings of the board are subject to chapter 13D.
33.17 The board is subject to chapter 13. The board shall comply with section 15.0597.

33.18 Subd. 7. **Voting.** The affirmative vote of five board members is required for the board
33.19 to take any action, including actions necessary to establish minimum nursing home
33.20 employment standards under section 181.213.

33.21 Subd. 8. **Hearings and investigations.** To carry out its duties, the board shall hold public
33.22 hearings on, and conduct investigations into, working conditions in the nursing home industry
33.23 in accordance with section 181.213.

33.24 Subd. 9. **Department support.** The commissioner shall provide staff support to the
33.25 board. The support includes professional, legal, technical, and clerical staff necessary to
33.26 perform rulemaking and other duties assigned to the board. The commissioner shall supply
33.27 necessary office space and supplies to assist the board in its duties.

33.28 Subd. 10. **Antitrust compliance.** The board shall establish operating procedures that
33.29 meet all state and federal antitrust requirements and may prohibit board member access to
33.30 data to meet the requirements of this subdivision.

33.31 Subd. 11. **Annual report.** By December 1, 2023, and each December 1 thereafter, the
33.32 executive director of the board shall submit a report to the chairs and ranking minority

34.1 members of the house of representatives and senate committees with jurisdiction over labor
34.2 and human services on any actions taken and any standards adopted by the board.

34.3 **Sec. 5. [181.213] DUTIES OF THE BOARD; MINIMUM NURSING HOME**
34.4 **EMPLOYMENT STANDARDS.**

34.5 **Subdivision 1. Authority to establish minimum nursing home employment**
34.6 **standards.** (a) The board must adopt rules establishing minimum nursing home employment
34.7 standards that are reasonably necessary and appropriate to protect the health and welfare
34.8 of nursing home workers, to ensure that nursing home workers are properly trained about
34.9 and fully informed of their rights under sections 181.211 to 181.217, and to otherwise satisfy
34.10 the purposes of sections 181.211 to 181.217. Standards established by the board must include
34.11 standards on compensation for nursing home workers, and may include recommendations
34.12 under paragraph (c). The board may not adopt standards that are less protective of or
34.13 beneficial to nursing home workers as any other applicable statute or rule or any standard
34.14 previously established by the board unless there is a determination by the board under
34.15 subdivision 2 that existing standards exceed the operating payment rate and external fixed
34.16 costs payment rates included in the most recent budget and economic forecast completed
34.17 under section 16A.103. In establishing standards under this section, the board must establish
34.18 statewide standards, and may adopt standards that apply to specific nursing home occupations.

34.19 (b) The board must adopt rules establishing initial standards for wages for nursing home
34.20 workers no later than August 1, 2024. The board may use the authority in section 14.389
34.21 to adopt rules under this paragraph. The board shall consult with the department in the
34.22 development of these standards prior to beginning the rule adoption process.

34.23 (c) To the extent that any minimum standards that the board finds are reasonably
34.24 necessary and appropriate to protect the health and welfare of nursing home workers fall
34.25 within the jurisdiction of chapter 182, the board shall not adopt rules establishing the
34.26 standards but shall instead recommend the occupational health and safety standards to the
34.27 commissioner. The commissioner shall adopt nursing home health and safety standards
34.28 under section 182.655 as recommended by the board, unless the commissioner determines
34.29 that the recommended standard is outside the statutory authority of the commissioner,
34.30 presents enforceability challenges, is infeasible to implement, or is otherwise unlawful and
34.31 issues a written explanation of this determination.

34.32 **Subd. 2. Investigation of market conditions.** (a) The board must investigate market
34.33 conditions and the existing wages, benefits, and working conditions of nursing home workers
34.34 for specific geographic areas of the state and specific nursing home occupations. Based on

35.1 this information, the board must seek to adopt minimum nursing home employment standards
35.2 that meet or exceed existing industry conditions for a majority of nursing home workers in
35.3 the relevant geographic area and nursing home occupation. Except for standards exceeding
35.4 the threshold determined in paragraph (d), initial employment standards established by the
35.5 board are effective beginning January 1, 2025, and shall remain in effect until any subsequent
35.6 standards are adopted by rules.

35.7 (b) The board must consider the following types of information in making determinations
35.8 that employment standards are reasonably necessary to protect the health and welfare of
35.9 nursing home workers:

35.10 (1) wage rate and benefit data collected by or submitted to the board for nursing home
35.11 workers in the relevant geographic area and nursing home occupations;

35.12 (2) statements showing wage rates and benefits paid to nursing home workers in the
35.13 relevant geographic area and nursing home occupations;

35.14 (3) signed collective bargaining agreements applicable to nursing home workers in the
35.15 relevant geographic area and nursing home occupations;

35.16 (4) testimony and information from current and former nursing home workers, worker
35.17 organizations, nursing home employers, and employer organizations;

35.18 (5) local minimum nursing home employment standards;

35.19 (6) information submitted by or obtained from state and local government entities; and

35.20 (7) any other information pertinent to establishing minimum nursing home employment
35.21 standards.

35.22 (c) In considering wage and benefit increases, the board must determine the impact of
35.23 nursing home operating payment rates determined pursuant to section 256R.21, subdivision
35.24 3, and the employee benefits portion of the external fixed costs payment rate determined
35.25 pursuant to section 256R.25. If the board, in consultation with the commissioner of human
35.26 services, determines the operating payment rate and employee benefits portion of the external
35.27 fixed costs payment rate will increase to comply with the new employment standards, the
35.28 board shall report to the legislature the increase in funding needed to increase payment rates
35.29 to comply with the new employment standards and must make implementation of any new
35.30 nursing home employment standards contingent upon an appropriation, as determined by
35.31 sections 256R.21 and 256R.25, to fund the rate increase necessary to comply with the new
35.32 employment standards.

36.1 (d) In evaluating the impact of the employment standards on payment rates determined
36.2 by sections 256R.21 and 256R.25, the board, in consultation with the commissioner of
36.3 human services, must consider the following:

36.4 (1) the statewide average wage rates for employees pursuant to section 256R.10,
36.5 subdivision 5, and benefit rates pursuant to section 256R.02, subdivisions 18 and 22, as
36.6 determined by the annual Medicaid cost report used to determine the operating payment
36.7 rate and the employee benefits portion of the external fixed costs payment rate for the first
36.8 day of the calendar year immediately following the date the board has established minimum
36.9 wage and benefit levels;

36.10 (2) compare the results of clause (1) to the operating payment rate and employee benefits
36.11 portion of the external fixed costs payment rate increase for the first day of the second
36.12 calendar year after the adoption of any nursing home employment standards included in the
36.13 most recent budget and economic forecast completed under section 16A.103; and

36.14 (3) if the established nursing home employment standards result in an increase in costs
36.15 that exceed the operating payment rate and external fixed costs payment rate increase
36.16 included in the most recent budget and economic forecast completed under section 16A.103,
36.17 effective on the proposed implementation date of the new nursing home employment
36.18 standards, the board must determine if the rates will need to be increased to meet the new
36.19 employment standards and the standards must not be effective until an appropriation sufficient
36.20 to cover the rate increase and federal approval of the rate increase is obtained.

36.21 (e) The budget and economic forecasts completed under section 16A.103 shall not
36.22 assume an increase in payment rates determined under chapter 256R resulting from the new
36.23 employment standards until the board certifies the rates will need to be increased and the
36.24 legislature appropriates funding for the increase in payment rates.

36.25 Subd. 3. **Review of standards.** At least once every two years, the board shall:

36.26 (1) conduct a full review of the adequacy of the minimum nursing home employment
36.27 standards previously established by the board; and

36.28 (2) following that review, adopt new rules, amend or repeal existing rules, or make
36.29 recommendations to adopt new rules or amend or repeal existing rules for minimum nursing
36.30 home employment standards using the expedited rulemaking process in section 14.389, as
36.31 appropriate to meet the purposes of sections 181.211 to 181.217.

36.32 Subd. 4. **Variance and waiver.** The board shall adopt procedures for considering
36.33 temporary variances and waivers of the established standards for individual nursing homes

37.1 based on the board's evaluation of the risk of closure or receivership under section 144A.15,
37.2 due to compliance with all or part of an applicable standard.

37.3 Subd. 5. **Conflict.** (a) In the event of a conflict between a standard established by the
37.4 board in rule and a rule adopted by another state agency, the rule adopted by the board shall
37.5 apply to nursing home workers and nursing home employers.

37.6 (b) Notwithstanding paragraph (a), in the event of a conflict between a standard
37.7 established by the board in rule and a rule adopted by another state agency, the rule adopted
37.8 by the other state agency shall apply to nursing home workers and nursing home employers
37.9 if the rule adopted by the other state agency is adopted after the board's standard and the
37.10 rule adopted by the other state agency is more protective or beneficial than the board's
37.11 standard.

37.12 (c) Notwithstanding paragraph (a), if the commissioner of health determines that a
37.13 standard established by the board in rule or recommended by the board conflicts with
37.14 requirements in federal regulations for nursing home certification or with state statutes or
37.15 rules governing licensure of nursing homes, the federal regulations or state nursing home
37.16 licensure statutes or rules shall take precedence, and the conflicting board standard or rule
37.17 shall not apply to nursing home workers or nursing home employers.

37.18 Subd. 6. **Effect on other agreements.** Nothing in sections 181.211 to 181.217 shall be
37.19 construed to:

37.20 (1) limit the rights of parties to a collective bargaining agreement to bargain and agree
37.21 with respect to nursing home employment standards; or

37.22 (2) diminish the obligation of a nursing home employer to comply with any contract,
37.23 collective bargaining agreement, or employment benefit program or plan that meets or
37.24 exceeds, and does not conflict with, the minimum standards and requirements in sections
37.25 181.211 to 181.217 or established by the board.

37.26 Sec. 6. **[181.214] DUTIES OF THE BOARD; TRAINING FOR NURSING HOME**
37.27 **WORKERS.**

37.28 Subdivision 1. **Certification of worker organizations.** The board shall certify worker
37.29 organizations that it finds are qualified to provide training to nursing home workers according
37.30 to this section. The board shall by rule establish certification criteria that a worker
37.31 organization must meet in order to be certified and provide a process for renewal of
37.32 certification upon the board's review of the worker organization's compliance with this
37.33 section. In adopting rules to establish certification criteria under this subdivision, the board

38.1 may use the authority in section 14.389. The criteria must ensure that a worker organization,
38.2 if certified, is able to provide:

38.3 (1) effective, interactive training on the information required by this section; and

38.4 (2) follow-up written materials and responses to inquiries from nursing home workers
38.5 in the languages in which nursing home workers are proficient.

38.6 Subd. 2. **Curriculum.** (a) The board shall establish requirements for the curriculum for
38.7 the nursing home worker training required by this section. A curriculum must at least provide
38.8 the following information to nursing home workers:

38.9 (1) the applicable compensation and working conditions in the minimum standards or
38.10 local minimum standards established by the board;

38.11 (2) the antiretaliation protections established in section 181.216;

38.12 (3) information on how to enforce sections 181.211 to 181.217 and on how to report
38.13 violations of sections 181.211 to 181.217 or of standards established by the board, including
38.14 contact information for the Department of Labor and Industry, the board, and any local
38.15 enforcement agencies, and information on the remedies available for violations;

38.16 (4) the purposes and functions of the board and information on upcoming hearings,
38.17 investigations, or other opportunities for nursing home workers to become involved in board
38.18 proceedings;

38.19 (5) other rights, duties, and obligations under sections 181.211 to 181.217;

38.20 (6) any updates or changes to the information provided according to clauses (1) to (5)
38.21 since the most recent training session;

38.22 (7) any other information the board deems appropriate to facilitate compliance with
38.23 sections 181.211 to 181.217; and

38.24 (8) information on labor standards in other applicable local, state, and federal laws, rules,
38.25 and ordinances regarding nursing home working conditions or nursing home worker health
38.26 and safety.

38.27 (b) Before establishing initial curriculum requirements, the board must hold at least one
38.28 public hearing to solicit input on the requirements.

38.29 Subd. 3. **Topics covered in training session.** A certified worker organization is not
38.30 required to cover all of the topics listed in subdivision 2 in a single training session. A
38.31 curriculum used by a certified worker organization may provide instruction on each topic
38.32 listed in subdivision 2 over the course of up to three training sessions.

39.1 Subd. 4. Annual review of curriculum requirements. The board must review the
39.2 adequacy of its curriculum requirements at least annually and must revise the requirements
39.3 as appropriate to meet the purposes of sections 181.211 to 181.217. As part of each annual
39.4 review of the curriculum requirements, the board must hold at least one public hearing to
39.5 solicit input on the requirements.

39.6 Subd. 5. Duties of certified worker organizations. A certified worker organization:

39.7 (1) must use a curriculum for its training sessions that meets requirements established
39.8 by the board;

39.9 (2) must provide trainings that are interactive and conducted in the languages in which
39.10 the attending nursing home workers are proficient;

39.11 (3) must, at the end of each training session, provide attending nursing home workers
39.12 with follow-up written or electronic materials on the topics covered in the training session,
39.13 in order to fully inform nursing home workers of their rights and opportunities under sections
39.14 181.211 to 181.217;

39.15 (4) must make itself reasonably available to respond to inquiries from nursing home
39.16 workers during and after training sessions; and

39.17 (5) may conduct surveys of nursing home workers who attend a training session to assess
39.18 the effectiveness of the training session and industry compliance with sections 181.211 to
39.19 181.217 and other applicable laws, rules, and ordinances governing nursing home working
39.20 conditions or worker health and safety.

39.21 Subd. 6. Nursing home employer duties regarding training. (a) A nursing home
39.22 employer must submit written documentation to the board to certify that every two years
39.23 each of its nursing home workers completes one hour of training that meets the requirements
39.24 of this section and is provided by a certified worker organization. A nursing home employer
39.25 may, but is not required to, host training sessions on the premises of the nursing home.

39.26 (b) If requested by a certified worker organization, a nursing home employer must, after
39.27 a training session provided by the certified worker organization, provide the certified worker
39.28 organization with the names and contact information of the nursing home workers who
39.29 attended the training session, unless a nursing home worker opts out according to paragraph
39.30 (c).

39.31 (c) A nursing home worker may opt out of having the worker's nursing home employer
39.32 provide the worker's name and contact information to a certified worker organization that

40.1 provided a training session attended by the worker by submitting a written statement to that
40.2 effect to the nursing home employer.

40.3 Subd. 7. **Training compensation.** A nursing home employer must compensate its nursing
40.4 home workers at their regular hourly rate of wages and benefits for each hour of training
40.5 completed as required by this section and reimburse any reasonable travel expenses associated
40.6 with attending training sessions not held on the premises of the nursing home.

40.7 Sec. 7. **[181.215] REQUIRED NOTICES.**

40.8 Subdivision 1. **Provision of notice.** (a) Nursing home employers must provide notices
40.9 informing nursing home workers of the rights and obligations provided under sections
40.10 181.211 to 181.217 of applicable minimum nursing home employment standards and local
40.11 minimum standards and that for assistance and information, nursing home workers should
40.12 contact the Department of Labor and Industry. A nursing home employer must provide
40.13 notice using the same means that the nursing home employer uses to provide other
40.14 work-related notices to nursing home workers. Provision of notice must be at least as
40.15 conspicuous as:

40.16 (1) posting a copy of the notice at each work site where nursing home workers work
40.17 and where the notice may be readily seen and reviewed by all nursing home workers working
40.18 at the site; or

40.19 (2) providing a paper or electronic copy of the notice to all nursing home workers and
40.20 applicants for employment as a nursing home worker.

40.21 (b) The notice required by this subdivision must include text provided by the board that
40.22 informs nursing home workers that they may request the notice to be provided in a particular
40.23 language. The nursing home employer must provide the notice in the language requested
40.24 by the nursing home worker. The board must assist nursing home employers in translating
40.25 the notice in the languages requested by their nursing home workers.

40.26 Subd. 2. **Minimum content and posting requirements.** The board must adopt rules
40.27 under section 14.389 specifying the minimum content and posting requirements for the
40.28 notices required in subdivision 1. The board must make available to nursing home employers
40.29 a template or sample notice that satisfies the requirements of this section and rules adopted
40.30 under this section.

41.1 Sec. 8. **[181.216] RETALIATION PROHIBITED.**

41.2 (a) A nursing home employer shall not discharge, discipline, penalize, interfere with,
41.3 threaten, restrain, coerce, or otherwise retaliate or discriminate against a nursing home
41.4 worker because the person has exercised or attempted to exercise rights protected under
41.5 this act, including but not limited to:

41.6 (1) exercising any right afforded to the nursing home worker under sections 181.211 to
41.7 181.217;

41.8 (2) participating in any process or proceeding under sections 181.211 to 181.217,
41.9 including but not limited to board hearings, board or department investigations, or other
41.10 related proceedings; or

41.11 (3) attending or participating in the training required by section 181.214.

41.12 (b) It shall be unlawful for an employer to:

41.13 (1) inform another employer that a nursing home worker or former nursing home worker
41.14 has engaged in activities protected under sections 181.211 to 181.217; or

41.15 (2) report or threaten to report the actual or suspected citizenship or immigration status
41.16 of a nursing home worker, former nursing home worker, or family member of a nursing
41.17 home worker to a federal, state, or local agency for exercising or attempting to exercise any
41.18 right protected under this act.

41.19 (c) A person found to have experienced retaliation in violation of this section shall be
41.20 entitled to back pay and reinstatement to the person's previous position, wages, benefits,
41.21 hours, and other conditions of employment.

41.22 Sec. 9. **[181.217] ENFORCEMENT.**

41.23 Subdivision 1. **Minimum nursing home employment standards.** Except as provided
41.24 in section 181.213, subdivision 4, paragraph (b) or (c), the minimum wages and other
41.25 compensation established by the board in rule as minimum nursing home employment
41.26 standards shall be the minimum wages and other compensation for nursing home workers
41.27 or a subgroup of nursing home workers as a matter of state law. Except as provided in
41.28 section 181.213, subdivision 4, paragraph (b) or (c), it shall be unlawful for a nursing home
41.29 employer to employ a nursing home worker for lower wages or other compensation than
41.30 that established as the minimum nursing home employment standards.

41.31 Subd. 2. **Investigations.** The commissioner may investigate possible violations of sections
41.32 181.214 to 181.217 or of the minimum nursing home employment standards established by

42.1 the board whenever it has cause to believe that a violation has occurred, either on the basis
42.2 of a report of a suspected violation or on the basis of any other credible information, including
42.3 violations found during the course of an investigation.

42.4 Subd. 3. **Civil action by nursing home worker.** (a) One or more nursing home workers
42.5 may bring a civil action in district court seeking redress for violations of sections 181.211
42.6 to 181.217 or of any applicable minimum nursing home employment standards or local
42.7 minimum nursing home employment standards. Such an action may be filed in the district
42.8 court of the county where a violation or violations are alleged to have been committed or
42.9 where the nursing home employer resides, or in any other court of competent jurisdiction,
42.10 and may represent a class of similarly situated nursing home workers.

42.11 (b) Upon a finding of one or more violations, a nursing home employer shall be liable
42.12 to each nursing home worker for the full amount of the wages, benefits, and overtime
42.13 compensation, less any amount the nursing home employer is able to establish was actually
42.14 paid to each nursing home worker, and for an additional equal amount as liquidated damages.
42.15 In an action under this subdivision, nursing home workers may seek damages and other
42.16 appropriate relief provided by section 177.27, subdivision 7, or otherwise provided by law,
42.17 including reasonable costs, disbursements, witness fees, and attorney fees. A court may also
42.18 issue an order requiring compliance with sections 181.211 to 181.217 or with the applicable
42.19 minimum nursing home employment standards or local minimum nursing home employment
42.20 standards. A nursing home worker found to have experienced retaliation in violation of
42.21 section 181.216 shall be entitled to back pay and reinstatement to the worker's previous
42.22 position, wages, benefits, hours, and other conditions of employment.

42.23 (c) An agreement between a nursing home employer and nursing home worker or labor
42.24 union that fails to meet the minimum standards and requirements in sections 181.211 to
42.25 181.217 or established by the board is not a defense to an action brought under this
42.26 subdivision.

42.27 **Sec. 10. INITIAL APPOINTMENTS.**

42.28 The governor shall make initial appointments to the Minnesota Nursing Home Workforce
42.29 Standards Board under Minnesota Statutes, section 181.212, no later than August 1, 2023.
42.30 Notwithstanding Minnesota Statutes, section 181.212, subdivision 2, the initial terms of
42.31 members appointed under Minnesota Statutes, section 181.212, subdivision 1, clauses (4)
42.32 and (5), shall be determined by lot by the secretary of state and shall be as follows:

42.33 (1) one member appointed under each of Minnesota Statutes, section 181.212, subdivision
42.34 1, clauses (4) and (5), shall serve a two-year term;

43.1 (2) one member appointed under each of Minnesota Statutes, section 181.212, subdivision
 43.2 1, clauses (4) and (5), shall serve a three-year term; and

43.3 (3) one member appointed under each of Minnesota Statutes, section 181.212, subdivision
 43.4 1, clauses (4) and (5), shall serve a four-year term.

43.5 The commissioner of labor and industry must convene the first meeting within 30 days after
 43.6 the governor completes appointments to the board. The board must elect a chair at its first
 43.7 meeting.

43.8 **EFFECTIVE DATE.** This section is effective the day following final enactment.

43.9 **ARTICLE 4**

43.10 **COMBATIVE SPORTS**

43.11 Section 1. Minnesota Statutes 2022, section 341.21, subdivision 2a, is amended to read:

43.12 Subd. 2a. **Combatant.** "Combatant" means an individual who employs the act of attack
 43.13 and defense as a professional boxer, professional or amateur tough person, ~~martial artist~~
 43.14 professional or amateur kickboxer, or professional or amateur mixed martial artist while
 43.15 engaged in a combative sport.

43.16 **EFFECTIVE DATE.** This section is effective January 1, 2024.

43.17 Sec. 2. Minnesota Statutes 2022, section 341.21, subdivision 2b, is amended to read:

43.18 Subd. 2b. **Combative sport.** "Combative sport" means a sport that employs the act of
 43.19 attack and defense with the fists, with or without using padded gloves, or feet that is practiced
 43.20 as a sport under the rules of the Association of Boxing Commissions, unified rules for mixed
 43.21 martial arts, or their equivalent. Combative sports include professional boxing ~~and,~~
 43.22 professional and amateur tough person, professional or amateur kickboxing, and professional
 43.23 and amateur mixed martial arts contests.

43.24 **EFFECTIVE DATE.** This section is effective January 1, 2024.

43.25 Sec. 3. Minnesota Statutes 2022, section 341.21, subdivision 2c, is amended to read:

43.26 Subd. 2c. **Combative sports contest.** "Combative sports contest" means a professional
 43.27 boxing, a professional or amateur tough person, a professional or amateur kickboxing, or
 43.28 a professional or amateur ~~martial art contest~~ or mixed martial arts contest, bout, competition,
 43.29 match, or exhibition.

43.30 **EFFECTIVE DATE.** This section is effective January 1, 2024.

44.1 Sec. 4. Minnesota Statutes 2022, section 341.21, subdivision 4f, is amended to read:

44.2 Subd. 4f. **Martial art.** "Martial art" means a variety of weaponless disciplines of combat
 44.3 or self-defense that utilize physical skill and coordination, and are practiced as combat
 44.4 sports. The disciplines include, but are not limited to, Wing Chun, ~~kickboxing~~, Tae kwon
 44.5 do, savate, karate, ~~Muay Thai~~, sanshou, Jiu Jitsu, judo, ninjitsu, kung fu, Brazilian Jiu Jitsu,
 44.6 wrestling, grappling, tai chi, and other weaponless martial arts disciplines.

44.7 **EFFECTIVE DATE.** This section is effective January 1, 2024.

44.8 Sec. 5. Minnesota Statutes 2022, section 341.21, is amended by adding a subdivision to
 44.9 read:

44.10 Subd. 4i. **Kickboxing.** "Kickboxing" means the act of attack and defense with the fists
 44.11 using padded gloves and bare feet.

44.12 **EFFECTIVE DATE.** This section is effective January 1, 2024.

44.13 Sec. 6. Minnesota Statutes 2022, section 341.21, subdivision 7, is amended to read:

44.14 Subd. 7. **Tough person contest.** "Tough person contest," including contests marketed
 44.15 as tough man or tough woman contests, means a ~~contest of two-minute rounds consisting~~
 44.16 ~~of not more than four rounds between two or more individuals who use their hands, or their~~
 44.17 ~~feet, or both in any manner. Tough person contest includes kickboxing and other recognized~~
 44.18 ~~martial art contest~~ boxing match or similar contest where each combatant wears headgear
 44.19 and gloves that weigh at least 12 ounces.

44.20 Sec. 7. Minnesota Statutes 2022, section 341.221, is amended to read:

44.21 **341.221 ADVISORY COUNCIL.**

44.22 (a) The commissioner must appoint a Combative Sports Advisory Council to advise the
 44.23 commissioner on the administration of duties under this chapter.

44.24 (b) The council shall have ~~nine~~ five members appointed by the commissioner. ~~One~~
 44.25 ~~member must be a retired judge of the Minnesota District Court, Minnesota Court of Appeals,~~
 44.26 ~~Minnesota Supreme Court, the United States District Court for the District of Minnesota,~~
 44.27 ~~or the Eighth Circuit Court of Appeals. At least four~~ All five members must have knowledge
 44.28 ~~of the boxing industry. At least four members must have knowledge of the mixed martial~~
 44.29 ~~arts industry~~ combative sports. The commissioner shall make serious efforts to appoint
 44.30 qualified women to serve on the council.

45.1 ~~(e) Council members shall serve terms of four years with the terms ending on the first~~
45.2 ~~Monday in January.~~

45.3 ~~(d)~~ (c) The council shall annually elect from its membership a chair.

45.4 (e) (d) Meetings shall be convened by the commissioner, or by the chair with the approval
45.5 of the commissioner.

45.6 ~~(f) The commissioner shall designate two of the members to serve until the first Monday~~
45.7 ~~in January 2013; two members to serve until the first Monday in January 2014; two members~~
45.8 ~~to serve until the first Monday in January 2015; and three members to serve until the first~~
45.9 ~~Monday in January 2016.~~

45.10 (e) Appointments to the council and the terms of council members are governed by
45.11 sections 15.059 and 15.0597.

45.12 ~~(g)~~ (f) Removal of members, filling of vacancies, and compensation of members shall
45.13 be as provided in section 15.059.

45.14 (g) Meetings convened for the purpose of advising the commissioner on issues related
45.15 to a challenge filed under section 341.345 are exempt from the open meeting requirements
45.16 of chapter 13D.

45.17 Sec. 8. Minnesota Statutes 2022, section 341.25, is amended to read:

45.18 **341.25 RULES.**

45.19 (a) The commissioner may adopt rules that include standards for the physical examination
45.20 and condition of combatants and referees.

45.21 (b) The commissioner may adopt other rules necessary to carry out the purposes of this
45.22 chapter, including, but not limited to, the conduct of all combative sport contests and their
45.23 manner, supervision, time, and place.

45.24 ~~(e) The commissioner must adopt unified rules for mixed martial arts contests.~~

45.25 ~~(d) The commissioner may adopt the rules of the Association of Boxing Commissions,~~
45.26 ~~with amendments.~~

45.27 ~~(e)~~ (c) The most recent version of the Unified Rules of Mixed Martial Arts, as
45.28 promulgated by the Association of Boxing Commissions ~~and amended August 2, 2016, are,~~
45.29 is incorporated by reference and made a part of this chapter except as qualified by this
45.30 chapter and Minnesota Rules, chapter 2202. In the event of a conflict between this chapter
45.31 and the Unified Rules, this chapter must govern.

46.1 (d) The most recent version of the Unified Rules of Boxing, as promulgated by the
 46.2 Association of Boxing Commissions, is incorporated by reference and made a part of this
 46.3 chapter except as qualified by this chapter and Minnesota Rules, chapter 2201. In the event
 46.4 of a conflict between this chapter and the Unified Rules, this chapter must govern.

46.5 (e) The most recent version of the Unified Rules of Kickboxing, as promulgated by the
 46.6 Association of Boxing Commissions, is incorporated by reference and made a part of this
 46.7 chapter except as qualified by this chapter and any applicable Minnesota Rules. In the event
 46.8 of a conflict between this chapter and the Unified Rules, this chapter must govern.

46.9 **EFFECTIVE DATE.** This section is effective January 1, 2024.

46.10 Sec. 9. Minnesota Statutes 2022, section 341.27, is amended to read:

46.11 **341.27 COMMISSIONER DUTIES.**

46.12 The commissioner shall:

46.13 (1) issue, deny, renew, suspend, or revoke licenses;

46.14 (2) make and maintain records of its acts and proceedings including the issuance, denial,
 46.15 renewal, suspension, or revocation of licenses;

46.16 (3) keep public records of the council open to inspection at all reasonable times;

46.17 (4) develop rules to be implemented under this chapter;

46.18 (5) conform to the rules adopted under this chapter;

46.19 (6) develop policies and procedures for regulating boxing, kickboxing, and mixed martial
 46.20 arts;

46.21 (7) approve regulatory bodies to oversee martial arts and amateur boxing contests under
 46.22 section 341.28, subdivision 5;

46.23 ~~(7)~~ (8) immediately suspend an individual license for a medical condition, including but
 46.24 not limited to a medical condition resulting from an injury sustained during a match, bout,
 46.25 or contest that has been confirmed by the ringside physician. The medical suspension must
 46.26 be lifted after the commissioner receives written information from a physician licensed in
 46.27 the home state of the licensee indicating that the combatant may resume competition, and
 46.28 any other information that the commissioner may by rule require. Medical suspensions are
 46.29 not subject to section 326B.082 or the contested case procedures provided in sections 14.57
 46.30 to 14.69; and

47.1 ~~(8)~~ (9) immediately suspend an individual combatant license for a mandatory rest period,
 47.2 which must commence at the conclusion of every combative sports contest in which the
 47.3 license holder competes and does not receive a medical suspension. A rest suspension must
 47.4 automatically lift after 14 calendar days from the date the combative sports contest passed
 47.5 without notice or additional proceedings. Rest suspensions are not subject to section 326B.082
 47.6 or the contested case procedures provided in sections 14.57 to 14.69.

47.7 **EFFECTIVE DATE.** This section is effective January 1, 2024.

47.8 Sec. 10. Minnesota Statutes 2022, section 341.28, subdivision 2, is amended to read:

47.9 Subd. 2. **Regulatory authority; tough person contests.** All professional and amateur
 47.10 tough person contests are subject to this chapter. All tough person contests are subject to
 47.11 the most recent version of the Unified Rules of Boxing, as promulgated by the Association
 47.12 of Boxing Commissions rules. Every contestant in a tough person contest shall have a
 47.13 physical examination prior to their bouts. Every contestant in a tough person contest shall
 47.14 wear headgear and padded gloves that weigh at least 12 ounces. ~~All tough person bouts are~~
 47.15 ~~limited to two-minute rounds and a maximum of four total rounds.~~ Officials at all tough
 47.16 person contests shall be licensed under this chapter.

47.17 Sec. 11. Minnesota Statutes 2022, section 341.28, subdivision 3, is amended to read:

47.18 Subd. 3. **Regulatory authority; mixed martial arts contests; ~~similar sporting~~**
 47.19 **events.** All professional and amateur mixed martial arts contests, ~~martial arts contests except~~
 47.20 ~~amateur contests regulated by the Minnesota State High School League (MSHSL), recognized~~
 47.21 ~~martial arts studios and schools in Minnesota, and recognized national martial arts~~
 47.22 ~~organizations holding contests between students, ultimate fight contests, and similar sporting~~
 47.23 ~~events~~ are subject to this chapter and all officials at these events must be licensed under this
 47.24 chapter.

47.25 **EFFECTIVE DATE.** This section is effective January 1, 2024.

47.26 Sec. 12. Minnesota Statutes 2022, section 341.28, is amended by adding a subdivision to
 47.27 read:

47.28 Subd. 4. **Regulatory authority; kickboxing contests.** All professional and amateur
 47.29 kickboxing contests are subject to this chapter and all officials at these events must be
 47.30 licensed under this chapter.

47.31 **EFFECTIVE DATE.** This section is effective January 1, 2024.

48.1 Sec. 13. Minnesota Statutes 2022, section 341.28, is amended by adding a subdivision to
48.2 read:

48.3 Subd. 5. **Regulatory authority; martial arts and amateur boxing.** (a) Unless this
48.4 chapter specifically states otherwise, contests or exhibitions for martial arts and amateur
48.5 boxing are exempt from the requirements of this chapter and officials at these events are
48.6 not required to be licensed under this chapter.

48.7 (b) Martial arts and amateur boxing contests, unless subject to the exceptions set forth
48.8 in subdivision 6, must be regulated by a nationally recognized organization approved by
48.9 the commissioner. The organization must have a set of written standards, procedures, or
48.10 rules used to sanction the combative sports it oversees.

48.11 (c) Any regulatory body overseeing a martial arts or amateur boxing event must submit
48.12 bout results to the commissioner within 72 hours after the event. If the regulatory body
48.13 issues suspensions, the regulatory body must submit to the commissioner a list of any
48.14 suspensions resulting from the event within 72 hours after the event. Regulatory bodies that
48.15 oversee combative sports or martial arts contests under subdivision 6 are not subject to this
48.16 paragraph.

48.17 **EFFECTIVE DATE.** This section is effective January 1, 2024.

48.18 Sec. 14. Minnesota Statutes 2022, section 341.28, is amended by adding a subdivision to
48.19 read:

48.20 Subd. 6. **Regulatory authority; certain students.** Combative sports or martial arts
48.21 contests regulated by the Minnesota State High School League, National Collegiate Athletic
48.22 Association, National Junior Collegiate Athletic Association, National Association of
48.23 Intercollegiate Athletics, or any similar organization that governs interscholastic athletics
48.24 are not subject to this chapter and officials at these events are not required to be licensed
48.25 under this chapter.

48.26 **EFFECTIVE DATE.** This section is effective January 1, 2024.

48.27 Sec. 15. Minnesota Statutes 2022, section 341.30, subdivision 4, is amended to read:

48.28 Subd. 4. **Prelicensure requirements.** (a) Before the commissioner issues a promoter's
48.29 license to an individual, corporation, or other business entity, the applicant shall, ~~a minimum~~
48.30 ~~of six weeks before the combative sport contest is scheduled to occur,~~ complete a licensing
48.31 application on the Office of Combative Sports website or on forms ~~furnished or approved~~
48.32 prescribed by the commissioner and shall:

49.1 ~~(1) provide the commissioner with a copy of any agreement between a combatant and~~
 49.2 ~~the applicant that binds the applicant to pay the combatant a certain fixed fee or percentage~~
 49.3 ~~of the gate receipts;~~

49.4 ~~(2)~~ (1) show on the licensing application the owner or owners of the applicant entity and
 49.5 the percentage of interest held by each owner holding a 25 percent or more interest in the
 49.6 applicant;

49.7 ~~(3)~~ (2) provide the commissioner with a copy of the latest financial statement of the
 49.8 applicant;

49.9 ~~(4) provide the commissioner with a copy or other proof acceptable to the commissioner~~
 49.10 ~~of the insurance contract or policy required by this chapter;~~

49.11 ~~(5)~~ (3) provide proof, where applicable, of authorization to do business in the state of
 49.12 Minnesota; and

49.13 ~~(6)~~ (4) deposit with the commissioner a ~~cash bond or~~ surety bond in an amount set by
 49.14 the commissioner, which must not be less than \$10,000. The bond shall be executed in favor
 49.15 of this state and shall be conditioned on the faithful performance by the promoter of the
 49.16 promoter's obligations under this chapter and the rules adopted under it.

49.17 (b) Before the commissioner issues a license to a combatant, the applicant shall:

49.18 (1) submit to the commissioner the results of a current medical ~~examination~~ examinations
 49.19 on forms ~~furnished or approved~~ prescribed by the commissioner that state that the combatant
 49.20 is cleared to participate in a combative sport contest. The medical examination must include
 49.21 an ophthalmological and neurological examination, and documentation of test results for
 49.22 HBV, HCV, and HIV, and any other blood test as the commissioner by rule may require.
 49.23 ~~The ophthalmological examination must be designed to detect any retinal defects or other~~
 49.24 ~~damage or condition of the eye that could be aggravated by combative sports. The~~
 49.25 ~~neurological examination must include an electroencephalogram or medically superior test~~
 49.26 ~~if the combatant has been knocked unconscious in a previous contest. The commissioner~~
 49.27 ~~may also order an electroencephalogram or other appropriate neurological or physical~~
 49.28 ~~examination before any contest if it determines that the examination is desirable to protect~~
 49.29 ~~the health of the combatant. The commissioner shall not issue a license to an applicant~~
 49.30 ~~submitting positive test results for HBV, HCV, or HIV;~~ The applicant must undergo and
 49.31 submit the results of the following medical examinations, which do not exempt a combatant
 49.32 from the requirements in section 341.33:

50.1 (i) a physical examination performed by a licensed medical doctor, doctor of osteopathic
50.2 medicine, advance practice nurse practitioner, or a physician assistant. Physical examinations
50.3 are valid for one year from the date of the exam;

50.4 (ii) an ophthalmological examination performed by an ophthalmologist or optometrist
50.5 that includes dilation designed to detect any retinal defects or other damage or a condition
50.6 of the eye that could be aggravated by combative sports. Ophthalmological examinations
50.7 are valid for one year from the date of the exam;

50.8 (iii) blood work results for HBsAg (Hepatitis B surface antigen), HCV (Hepatitis C
50.9 antibody), and HIV. Blood work results are good for one year from the date blood was
50.10 drawn. The commissioner shall not issue a license to an applicant submitting positive test
50.11 results for HBsAg, HCV, or HIV; and

50.12 (iv) other appropriate neurological or physical examinations before any contest, if the
50.13 commissioner determines that the examination is desirable to protect the health of the
50.14 combatant;

50.15 (2) complete a licensing application on the Office of Combative Sports website or on
50.16 forms ~~furnished or approved~~ prescribed by the commissioner; and

50.17 (3) provide proof that the applicant is 18 years of age. Acceptable proof is a photo driver's
50.18 license, state photo identification card, passport, or birth certificate combined with additional
50.19 photo identification.

50.20 (c) Before the commissioner issues a license to a referee, judge, or timekeeper, the
50.21 applicant must submit proof of qualifications that may include certified training from the
50.22 Association of Boxing Commissions, licensure with other regulatory bodies, professional
50.23 references, or a log of bouts worked.

50.24 (d) Before the commissioner issues a license to a ringside physician, the applicant must
50.25 submit proof that they are licensed to practice medicine in the state of Minnesota and in
50.26 good standing.

50.27 Sec. 16. Minnesota Statutes 2022, section 341.32, subdivision 2, is amended to read:

50.28 Subd. 2. **Expiration and application.** Licenses issued on or after January 1, 2023, shall
50.29 expire annually on December 31 one year after the date of issuance. A license may be
50.30 applied for each year by filing an application for licensure and satisfying all licensure
50.31 requirements established in section 341.30, and submitting payment of the license fees
50.32 established in section 341.321. An application for a license and renewal of a license must
50.33 be on a form provided by the commissioner.

51.1 Sec. 17. Minnesota Statutes 2022, section 341.321, is amended to read:

51.2 **341.321 FEE SCHEDULE.**

51.3 (a) The fee schedule for professional and amateur licenses issued by the commissioner
51.4 is as follows:

51.5 (1) referees, \$25;

51.6 (2) promoters, \$700;

51.7 (3) judges and knockdown judges, \$25;

51.8 (4) trainers and seconds, ~~\$80~~ \$40;

51.9 (5) timekeepers, \$25;

51.10 (6) professional combatants, \$70;

51.11 (7) amateur combatants, ~~\$50~~ \$35; and

51.12 (8) ringside physicians, \$25.

51.13 ~~License fees for promoters are due at least six weeks prior to the combative sport contest.~~

51.14 All ~~other~~ license fees shall be paid no later than the weigh-in prior to the contest. No license
51.15 may be issued until all prelicensure requirements in section 341.30 are satisfied and fees
51.16 are paid.

51.17 ~~(b) The commissioner shall establish a contest fee for each combative sport contest and~~
51.18 ~~shall consider the size and type of venue when establishing a contest fee. The~~ A promoter
51.19 or event organizer of an event regulated by the Department of Labor and Industry must pay,
51.20 per event, a combative sport contest fee is of \$1,500 per event or not more than four percent
51.21 of the gross ticket sales, whichever is greater, as determined by the commissioner when the
51.22 combative sport contest is scheduled. The fee must be paid as follows:

51.23 ~~(c) A professional or amateur combative sport contest fee is nonrefundable and shall be~~
51.24 ~~paid as follows:~~

51.25 (1) \$500 at the time the combative sport contest is scheduled; ~~and~~

51.26 (2) \$1,000 at the weigh-in prior to the contest;

51.27 (3) if four percent of the gross ticket sales is greater than \$1,500, the balance is due to
51.28 the commissioner within 14 days of the completed contest; and

51.29 (4) the value of all complimentary tickets distributed for an event, to the extent they
51.30 exceed five percent of total event attendance, counts toward gross tickets sales for the

52.1 purposes of determining a combative sports contest fee. For purposes of this clause, the
52.2 lowest advertised ticket price shall be used to calculate the value of complimentary tickets.

52.3 ~~If four percent of the gross ticket sales is greater than \$1,500, the balance is due to the~~
52.4 ~~commissioner within seven days of the completed contest.~~

52.5 ~~(d) The commissioner may establish the maximum number of complimentary tickets~~
52.6 ~~allowed for each event by rule.~~

52.7 ~~(e) (c) All fees and penalties collected by the commissioner must be deposited in the~~
52.8 ~~commissioner account in the special revenue fund.~~

52.9 **EFFECTIVE DATE.** This section is effective July 1, 2023, except that the amendments
52.10 to paragraph (b) are effective for combative sports contests scheduled to occur on or after
52.11 January 1, 2024.

52.12 Sec. 18. **[341.322] PAYMENT SCHEDULE.**

52.13 The commissioner may establish a schedule of payments to be paid by a promoter to
52.14 referees, judges and knockdown judges, timekeepers, and ringside physicians.

52.15 Sec. 19. **[341.323] EVENT APPROVAL.**

52.16 Subdivision 1. **Preapproval documentation.** Before the commissioner approves a
52.17 combative sports contest, the promoter shall provide the commissioner, at least six weeks
52.18 before the combative sport contest is scheduled to occur, information about the time, date,
52.19 and location of the contest and at least 72 hours before the combative sport contest is
52.20 scheduled to occur:

52.21 (1) a copy of any agreement between a combatant and the promoter that binds the
52.22 promoter to pay the combatant a certain fixed fee or percentage of the gate receipts;

52.23 (2) a copy or other proof acceptable to the commissioner of the insurance contract or
52.24 policy required by this chapter;

52.25 (3) proof acceptable to the commissioner that the promoter will provide, at the cost of
52.26 the promoter, at least one uniformed security guard or uniformed off-duty member of law
52.27 enforcement to provide security at any event regulated by the Department of Labor and
52.28 Industry. The commissioner may require a promoter to take additional security measures
52.29 to ensure the safety of participants and spectators at an event; and

52.30 (4) proof acceptable to the commissioner that the promoter will provide an ambulance
52.31 service as required by section 341.324.

53.1 Subd. 2. **Proper licensure.** Before the commissioner approves a combative sport contest,
53.2 the commissioner must ensure that the promoter is properly licensed under this chapter.
53.3 The promoter must maintain proper licensure from the time it schedules a combative sports
53.4 contest through the date of the contest.

53.5 Subd. 3. **Discretion.** Nothing in this section limits the commissioner's discretion in
53.6 deciding whether to approve a combative sport contest or event.

53.7 Sec. 20. **[341.324] AMBULANCE.**

53.8 A promoter must ensure, at the cost of the promoter, that a licensed ambulance service
53.9 with two emergency medical technicians is on the premises during a combative sports
53.10 contest.

53.11 Sec. 21. Minnesota Statutes 2022, section 341.33, is amended to read:

53.12 **341.33 PHYSICAL EXAMINATION REQUIRED; FEES.**

53.13 Subdivision 1. **Examination by physician.** All combatants must be examined by a
53.14 physician licensed by this state within 36 hours before entering the ring, and the examining
53.15 physician shall immediately file with the commissioner a written report of the examination.
53.16 The physician's examination may report on the condition of the combatant's heart and general
53.17 physical and general neurological condition. The physician's report may record the condition
53.18 of the combatant's nervous system and brain as required by the commissioner. The physician
53.19 may prohibit the combatant from entering the ring if, in the physician's professional opinion,
53.20 it is in the best interest of the combatant's health. The cost of the examination is payable by
53.21 the promoter conducting the contest or exhibition.

53.22 Subd. 2. **Attendance of physician.** A promoter holding or sponsoring a combative sport
53.23 contest shall have in attendance a physician licensed by ~~this state~~ Minnesota. ~~The~~
53.24 ~~commissioner may establish a schedule of fees to be paid to each attending physician by~~
53.25 ~~the promoter holding or sponsoring the contest.~~

53.26 Sec. 22. **[341.331] PROHIBITED PERFORMANCE ENHANCING SUBSTANCES**
53.27 **AND TESTING.**

53.28 Subdivision 1. **Performance enhancing substances and masking agents prohibited.** All
53.29 combatants are prohibited from using the substances listed in the following classes contained
53.30 in the World Anti-Doping Code published by the World Anti-Doping Agency, unless a
53.31 combatant meets an applicable exception set forth therein:

- 54.1 (1) S0, nonapproved substances;
54.2 (2) S1, anabolic agents;
54.3 (3) S2, peptide hormones, growth factors, and related substances and mimetics;
54.4 (4) S3, beta-2 agonists;
54.5 (5) S4, hormone and metabolic modulators; and
54.6 (6) S5, diuretics and masking agents.

54.7 Subd. 2. **Testing.** The commissioner may administer drug testing to discover violations
54.8 of subdivision 1 as follows:

54.9 (a) The commissioner may require a combatant to submit to a drug test to determine if
54.10 substances are present in the combatant's system in violation of subdivision 1. This testing
54.11 may occur at any time after the official weigh-in, on the day of the contest in which the
54.12 combatant is participating, or within 24 hours of competing in a combative sports contest
54.13 in a manner prescribed by the commissioner. The commissioner may require testing based
54.14 on reasonable cause or random selection. Grounds for reasonable cause includes observing
54.15 or receiving credible information that a combatant has used prohibited performance enhancing
54.16 drugs. If testing is based on random selection, both combatants competing in a selected bout
54.17 shall submit to a drug test.

54.18 (b) Specimens may include urine, hair samples, or blood. Specimens shall be tested at
54.19 a facility acceptable to the commissioner. Results of all drug tests shall be submitted directly
54.20 to the commissioner.

54.21 (c) The promoter shall pay the costs relating to drug testing combatants. Any requests
54.22 for follow-up or additional testing must be paid by the combatant.

54.23 Subd. 3. **Discipline.** (a) If a combatant fails to provide a sample for drug testing when
54.24 required, and the request is made before a bout, the combatant shall not be allowed to
54.25 compete in the bout. If the request is made after a bout, and the combatant fails to provide
54.26 a sample for drug testing, the combatant shall be subject to disciplinary action under section
54.27 341.29.

54.28 (b) If a combatant's specimen tests positive for any prohibited substances, the combatant
54.29 shall be subject to disciplinary action under section 341.29.

54.30 (c) A combatant who is disciplined and was the winner of a bout shall be disqualified
54.31 and the decision shall be changed to no contest. The results of a bout shall remain unchanged
54.32 if a combatant who is disciplined was the loser of the bout.

55.1 **EFFECTIVE DATE.** This section is effective January 1, 2024.

55.2 Sec. 23. **[341.345] CHALLENGING THE OUTCOME OF A COMBATIVE SPORT**
55.3 **CONTEST.**

55.4 Subdivision 1. **Challenge.** (a) If a combatant disagrees with the outcome of a combative
55.5 sport contest regulated by the Department of Labor and Industry in which the combatant
55.6 participated, the combatant may challenge the outcome.

55.7 (b) If a third party makes a challenge on behalf of a combatant, the third party must
55.8 provide written confirmation that they are authorized to make the challenge on behalf of
55.9 the combatant. The written confirmation must contain the combatant's signature and must
55.10 be submitted with the challenge.

55.11 Subd. 2. **Form.** A challenge must be submitted on a form prescribed by the commissioner,
55.12 set forth all relevant facts and the basis for the challenge, and state what remedy is being
55.13 sought. A combatant may submit photos, videos, documents, or any other evidence the
55.14 combatant would like the commissioner to consider in connection to the challenge. A
55.15 combatant may challenge the outcome of a contest only if it is alleged that:

55.16 (1) the referee made an incorrect call or missed a rule violation that directly affected the
55.17 outcome of the contest;

55.18 (2) there was collusion amongst officials to affect the outcome of the contest; or

55.19 (3) scores were miscalculated.

55.20 Subd. 3. **Timing.** A challenge must be submitted within ten days of the contest.

55.21 (a) For purposes of this subdivision, the day of the contest shall not count toward the
55.22 ten-day period. If the tenth day falls on a Saturday, Sunday, or legal holiday, then a combatant
55.23 shall have until the next day that is not a Saturday, Sunday, or legal holiday to submit a
55.24 challenge.

55.25 (b) The challenge must be submitted to the commissioner at the address, fax number,
55.26 or email address designated on the commissioner's website. The date on which a challenge
55.27 is submitted by mail shall be the postmark date on the envelope in which the challenge is
55.28 mailed. If the challenge is faxed or emailed, it must be received by the commissioner by
55.29 4:30 p.m. Central Time on the day the challenge is due.

55.30 Subd. 4. **Opponent's response.** If the requirements of subdivisions 1 to 3 are met, the
55.31 commissioner shall send a complete copy of the challenge documents, along with any
55.32 supporting materials submitted, to the opposing combatant by mail, fax, or email. The

56.1 opposing combatant has 14 days from the date the commissioner sends the challenge and
56.2 supporting materials to submit a response to the commissioner. Additional response time
56.3 is not added when the commissioner sends the challenge to the opposing combatant by mail.
56.4 The opposing combatant may submit photos, videos, documents, or any other evidence the
56.5 opposing combatant would like the commissioner to consider in connection to the challenge.
56.6 The response must be submitted to the commissioner at the address, fax number, or email
56.7 address designated on the commissioner's website. The date on which a response is submitted
56.8 by mail is the postmark date on the envelope in which the response is mailed. If the response
56.9 is faxed or emailed, it must be received by the commissioner by 4:30 p.m. Central Time on
56.10 the day the response is due.

56.11 Subd. 5. **Licensed official review.** The commissioner may, if the commissioner
56.12 determines it would be helpful in resolving the issues raised in the challenge, send a complete
56.13 copy of the challenge or response, along with any supporting materials submitted, to any
56.14 licensed official involved in the combative sport contest at issue by mail, fax, or email and
56.15 request the official's views on the issues raised in the challenge.

56.16 Subd. 6. **Order.** The commissioner shall issue an order on the challenge within 60 days
56.17 after receiving the opposing combatant's response. If the opposing combatant does not
56.18 submit a response, the commissioner shall issue an order on the challenge within 75 days
56.19 after receiving the challenge.

56.20 Subd. 7. **Nonacceptance.** If the requirements of subdivisions 1 through 3 are not met,
56.21 the commissioner must not accept the challenge and may send correspondence to the person
56.22 who submitted the challenge stating the reasons for nonacceptance of the challenge. A
56.23 combatant has no further appeal rights if the combatant's challenge is not accepted by the
56.24 commissioner.

56.25 Subd. 8. **Administrative hearing.** After the commissioner issues an order under
56.26 subdivision 6, each combatant under section 326B.082, subdivision 8, has 30 days after
56.27 service of the order to submit a request for hearing before an administrative law judge.

56.28 Sec. 24. Minnesota Statutes 2022, section 341.355, is amended to read:

56.29 **341.355 CIVIL PENALTIES.**

56.30 When the commissioner finds that a person has violated one or more provisions of any
56.31 statute, rule, or order that the commissioner is empowered to regulate, enforce, or issue, the
56.32 commissioner may impose, for each violation, a civil penalty of up to \$10,000 for each
56.33 violation, or a civil penalty that deprives the person of any economic advantage gained by

57.1 the violation, or both. The commissioner may also impose these penalties against a person
57.2 who has violated section 341.28, subdivision 5, paragraph (b) or (c).

57.3 **EFFECTIVE DATE.** This section is effective January 1, 2024.

57.4 **ARTICLE 5**

57.5 **MEAT AND POULTRY PROCESSING**

57.6 Section 1. **[179.87] TITLE.**

57.7 Sections 179.87 to 179.8757 may be titled the "Safe Workplaces for Meat and Poultry
57.8 Processing Workers Act."

57.9 Sec. 2. **[179.871] DEFINITIONS.**

57.10 Subdivision 1. **Definitions.** For purposes of sections 179.87 to 179.8757, the terms in
57.11 this section have the meanings given.

57.12 Subd. 2. **Authorized employee representative.** "Authorized employee representative"
57.13 has the meaning given in section 182.651, subdivision 22.

57.14 Subd. 3. **Commissioner.** "Commissioner" means the commissioner of labor and industry
57.15 or the commissioner's designee.

57.16 Subd. 4. **Coordinator.** "Coordinator" means the meatpacking industry worker rights
57.17 coordinator or the coordinator's designee.

57.18 Subd. 5. **Meat-processing worker.** "Meat-processing worker" or "worker" means any
57.19 individual who a meat-processing employer suffers or permits to work directly in contact
57.20 with raw meatpacking products in a meatpacking operation, including independent contractors
57.21 and persons performing work for an employer through a temporary service or staffing
57.22 agency. Workers in a meatpacking operation who inspect or package meatpacking products
57.23 and workers who clean, maintain, or sanitize equipment or surfaces are included in the
57.24 definition of a meat-processing worker. Meat-processing worker does not include a federal,
57.25 state, or local government inspector.

57.26 Subd. 6. **Meatpacking operation.** "Meatpacking operation" or "meat-processing
57.27 employer" means a meatpacking or poultry processing site with 100 or more employees in
57.28 Minnesota and a North American Industrial Classification system (NAICS) code of 311611
57.29 to 311615, excluding NAICS code 311613. Meatpacking operation or meat-processing
57.30 employer does not mean a grocery store, butcher shop, meat market, deli, restaurant, or

58.1 other business preparing meatpacking products for immediate consumption or for sale in a
58.2 retail establishment or otherwise directly to an end-consumer.

58.3 Subd. 7. **Meatpacking products.** "Meatpacking products" means meat food products
58.4 and poultry food products as defined in section 31A.02, subdivision 10.

58.5 **Sec. 3. [179.8715] WORKER RIGHTS COORDINATOR.**

58.6 (a) The commissioner must appoint a meatpacking industry worker rights coordinator
58.7 in the Department of Labor and Industry and provide the coordinator with necessary office
58.8 space, furniture, equipment, supplies, and assistance.

58.9 (b) The commissioner must enforce sections 179.87 to 179.8757, including inspecting,
58.10 reviewing, and recommending improvements to the practices and procedures of meatpacking
58.11 operations in Minnesota. A meat-processing employer must grant the commissioner full
58.12 access to all meatpacking operations in this state at any time that meatpacking products are
58.13 being processed or meat-processing workers are on the job.

58.14 (c) No later than December 1 each year, beginning December 1, 2024, the coordinator
58.15 must submit a report to the governor and the chairs and ranking minority members of the
58.16 legislative committees with jurisdiction over labor. The report must include recommendations
58.17 to promote better treatment of meat-processing workers. The coordinator shall also post the
58.18 report on the Department of Labor and Industry's website.

58.19 **Sec. 4. [179.872] REFUSAL TO WORK UNDER DANGEROUS CONDITIONS.**

58.20 A meat-processing worker has the right to refuse to work under dangerous conditions
58.21 in accordance with section 182.654, subdivision 11. Pursuant to section 182.654, subdivision
58.22 11, the worker shall continue to receive pay and shall not be subject to discrimination.

58.23 **Sec. 5. [179.875] ENFORCEMENT AND COMPLIANCE.**

58.24 Subdivision 1. **Administrative enforcement.** The commissioner, either on the
58.25 commissioner's initiative or in response to a complaint, may inspect a meatpacking operation
58.26 and subpoena records and witnesses as provided in sections 175.20, 177.27, and 182.659.
58.27 If a meat-processing employer does not comply with the commissioner's inspection, the
58.28 commissioner may seek relief as provided in this section or chapter 175 or 182.

58.29 Subd. 2. **Compliance authority.** The commissioner may issue a compliance order under
58.30 section 177.27, subdivision 4, requiring an employer to comply with sections 179.8755,
58.31 paragraphs (b) and (c); 179.8756, subdivisions 1 to 3 and 4, paragraphs (f) and (g); and

59.1 179.8757. The commissioner also has authority, pursuant to section 182.662, subdivision
59.2 1, to issue a stop-work or business-closure order when there is a condition or practice that
59.3 could result in death or serious physical harm.

59.4 Subd. 3. **Private civil action.** If a meat-processing employer does not comply with a
59.5 provision in sections 179.87 to 179.8757, an aggrieved worker, authorized employee
59.6 representative, or other person may bring a civil action in a court of competent jurisdiction
59.7 within three years of an alleged violation and, upon prevailing, must be awarded the relief
59.8 provided in this section. Pursuing administrative relief is not a prerequisite for bringing a
59.9 civil action.

59.10 Subd. 4. **Other government enforcement.** The attorney general may enforce sections
59.11 179.87 to 179.8757 under section 8.31.

59.12 Subd. 5. **Relief.** (a) In a civil action or administrative proceeding brought to enforce
59.13 sections 179.87 to 179.8757, the court or commissioner must order relief as provided in this
59.14 subdivision.

59.15 (b) For any violation of sections 179.87 to 179.8757:

59.16 (1) an injunction to order compliance and restrain continued violations;

59.17 (2) payment to a prevailing worker by a meat-processing employer of reasonable costs,
59.18 disbursements, and attorney fees; and

59.19 (3) a civil penalty payable to the state of not less than \$100 per day per worker affected
59.20 by the meat-processing employer's noncompliance with sections 179.87 to 179.8757.

59.21 (c) Any worker who brings a complaint under sections 179.87 to 179.8757 and suffers
59.22 retaliation is entitled to treble damages in addition to lost pay and recovery of attorney fees
59.23 and costs.

59.24 (d) Any company who is found to have retaliated against a meat-processing worker must
59.25 pay a fine of up to \$10,000 to the commissioner, in addition to other penalties available
59.26 under the law.

59.27 Subd. 6. **Whistleblower enforcement; penalty distribution.** (a) The relief provided in
59.28 this section may be recovered through a private civil action brought on behalf of the
59.29 commissioner in a court of competent jurisdiction by another individual, including an
59.30 authorized employee representative, pursuant to this subdivision.

59.31 (b) The individual must give written notice to the coordinator of the specific provision
59.32 or provisions of sections 179.87 to 179.8757 alleged to have been violated. The individual

60.1 or representative organization may commence a civil action under this subdivision if no
 60.2 enforcement action is taken by the commissioner within 30 days.

60.3 (c) Civil penalties recovered pursuant to this subdivision must be distributed as follows:

60.4 (1) 70 percent to the commissioner for enforcement of sections 179.87 to 179.8757; and

60.5 (2) 30 percent to the individual or authorized employee representative.

60.6 (d) The right to bring an action under this subdivision shall not be impaired by private
 60.7 contract. A public enforcement action must be tried promptly, without regard to concurrent
 60.8 adjudication of a private claim for the same alleged violation.

60.9 **Sec. 6. [179.8755] RETALIATION AGAINST EMPLOYEES AND**
 60.10 **WHISTLEBLOWERS PROHIBITED.**

60.11 (a) Pursuant to section 182.669, no meat-processing employer or other person may
 60.12 discharge or discriminate against a worker because the worker has raised a concern about
 60.13 a meatpacking operation's health and safety practices to the employer or otherwise exercised
 60.14 any right authorized under sections 182.65 to 182.674.

60.15 (b) No meat-processing employer or other person may attempt to require any worker to
 60.16 sign a contract or other agreement that would limit or prevent the worker from disclosing
 60.17 information about workplace health and safety practices or hazards, or to otherwise abide
 60.18 by a workplace policy that would limit or prevent such disclosures. Any such agreements
 60.19 or policies are hereby void and unenforceable as contrary to the public policy of this state.
 60.20 An employer's attempt to impose such a contract, agreement, or policy shall constitute an
 60.21 adverse action enforceable under section 179.875.

60.22 (c) Reporting or threatening to report a meat-processing worker's suspected citizenship
 60.23 or immigration status, or the suspected citizenship or immigration status of a family member
 60.24 of the worker, to a federal, state, or local agency because the worker exercises a right under
 60.25 sections 179.87 to 179.8757 constitutes an adverse action for purposes of establishing a
 60.26 violation of that worker's rights. For purposes of this paragraph, "family member" means a
 60.27 spouse, parent, sibling, child, uncle, aunt, niece, nephew, cousin, grandparent, or grandchild
 60.28 related by blood, adoption, marriage, or domestic partnership.

60.29 **Sec. 7. [179.8756] MEATPACKING WORKER CHRONIC INJURIES AND**
 60.30 **WORKPLACE SAFETY.**

60.31 Subdivision 1. **Facility committee.** (a) The meat-processing employer's ergonomics
 60.32 program under section 182.677, subdivision 2, must be developed and implemented by a

61.1 committee of individuals who are knowledgeable of the tasks and work processes performed
61.2 by workers at the employer's facility. The committee must include:

61.3 (1) a certified professional ergonomist;

61.4 (2) a licensed, board-certified physician, with preference given to a physician who has
61.5 specialized experience and training in occupational medicine; and

61.6 (3) at least three workers employed in the employer's facility who have completed a
61.7 general industry outreach course approved by the commissioner, one of whom must be an
61.8 authorized employee representative if the employer is party to a collective bargaining
61.9 agreement.

61.10 (b) If it is not practicable for a certified professional ergonomist or a licensed,
61.11 board-certified physician to be a member of the committee required by paragraph (a), the
61.12 meatpacking employer must have their safe-worker program reviewed by a certified
61.13 professional ergonomist and a licensed, board-certified physician prior to implementation
61.14 of the program and annually thereafter.

61.15 Subd. 2. **New task and annual safety training.** (a) Meat-processing employers must
61.16 provide every worker who is assigned a new task if the worker has no previous work
61.17 experience with training on how to safely perform the task, the ergonomic and other hazards
61.18 associated with the task, and training on the early signs and symptoms of musculoskeletal
61.19 injuries and the procedures for reporting them. The employer must give a worker an
61.20 opportunity within 30 days of receiving the new task training to receive refresher training
61.21 on the topics covered in the new task training. The employer must provide this training in
61.22 a language and with vocabulary that the employee can understand.

61.23 (b) Meat-processing employers must provide each worker with no less than eight hours
61.24 of safety training each year. This annual training must address health and safety topics that
61.25 are relevant to the establishment and the worker's job assignment, such as cuts, lacerations,
61.26 amputations, machine guarding, biological hazards, lockout/tagout, hazard communication,
61.27 ergonomic hazards, and personal protective equipment. At least two of the eight hours of
61.28 annual training must be on topics related to the facility's ergonomic injury prevention
61.29 program, including the assessment of surveillance data, the ergonomic hazard prevention
61.30 and control plan, and the early signs and symptoms of musculoskeletal disorders and the
61.31 procedures for reporting them. The employer must provide this training in a language and
61.32 with vocabulary that the employee can understand.

61.33 Subd. 3. **Medical services and qualifications.** (a) Meat-processing employers must
61.34 ensure that:

62.1 (1) all first-aid providers, medical assistants, nurses, and physicians engaged by the
62.2 employer are licensed and perform their duties within the scope of their licensed practice;

62.3 (2) medical management of musculoskeletal disorders is under direct supervision of a
62.4 licensed physician specializing in occupational medicine who will advise on best practices
62.5 for management and prevention of work-related musculoskeletal disorders; and

62.6 (3) medical management of musculoskeletal injuries follows the most current version
62.7 of the American College of Occupational and Environmental Medicine practice guidelines.

62.8 (b) The coordinator may compile, analyze, and publish annually, either in summary or
62.9 detailed form, all reports or information obtained under sections 179.87 to 179.8757,
62.10 including information about ergonomics programs, and may cooperate with the United
62.11 States Department of Labor in obtaining national summaries of occupational deaths, injuries,
62.12 and illnesses. The coordinator and authorized employee representative must preserve the
62.13 anonymity of each employee with respect to whom medical reports or information is obtained.

62.14 (c) Meat-processing employers must not institute or maintain any program, policy, or
62.15 practice that discourages employees from reporting injuries, hazards, or safety standards
62.16 violations.

62.17 Subd. 4. **Pandemic protections.** (a) This subdivision applies during a peacetime public
62.18 health emergency declared under section 12.31, subdivision 2, that involves airborne
62.19 transmission.

62.20 (b) Meat-processing employers must maintain a radius of space around and between
62.21 each worker according to the Centers for Disease Control and Prevention guidelines unless
62.22 a nonporous barrier separates the workers. An employer may accomplish such distancing
62.23 by increasing physical space between workstations, slowing production speeds, staggering
62.24 shifts and breaks, adjusting shift size, or a combination thereof. The employer must
62.25 reconfigure common or congregate spaces to allow for such distancing, including lunch
62.26 rooms, break rooms, and locker rooms. The employer must reinforce social distancing by
62.27 allowing workers to maintain six feet of distance along with the use of nonporous barriers.

62.28 (c) Meat-processing employers must provide employees with face masks and must make
62.29 face shields available on request. Face masks, including replacement face masks, and face
62.30 shields must be provided at no cost to the employee. All persons present at the meatpacking
62.31 operation must wear face masks in the facility except in those parts of the facility where
62.32 infection risk is low because workers work in isolation.

63.1 (d) Meat-processing employers must provide all meat-processing workers with the ability
63.2 to frequently and routinely sanitize their hands with either hand-washing or hand-sanitizing
63.3 stations. The employer must ensure that restrooms have running hot and cold water and
63.4 paper towels and are in sanitary condition. The employer must provide gloves to those who
63.5 request them.

63.6 (e) Meat-processing employers must clean and regularly disinfect all frequently touched
63.7 surfaces in the workplace, such as workstations, training rooms, machinery controls, tools,
63.8 protective garments, eating surfaces, bathrooms, showers, and other similar areas. Employers
63.9 must install and maintain ventilation systems that ensure unidirectional air flow, outdoor
63.10 air, and filtration in both production areas and common areas such as cafeterias and locker
63.11 rooms.

63.12 (f) Meat-processing employers must disseminate all required communications, notices,
63.13 and any published materials regarding these protections in English, Spanish, and other
63.14 languages as required for employees to understand the communication.

63.15 (g) Consistent with sections 177.253 and 177.254, meat-processing employers must
63.16 provide adequate break time for workers to use the bathroom, wash their hands, and don
63.17 and doff protective equipment. Nothing in this subdivision relieves an employer of its
63.18 obligation to comply with federal and state wage and hour laws.

63.19 (h) Meat-processing employers must provide sufficient personal protective equipment
63.20 for each employee for each shift, plus replacements, at no cost to the employee.
63.21 Meat-processing employers must provide training in proper use of personal protective
63.22 equipment, safety procedures, and sanitation.

63.23 (i) Meat-processing employers must record all injuries and illnesses in the facility and
63.24 make these records available upon request to the health and safety committee. The name,
63.25 contact information, and occupation of an employee, and any other information that would
63.26 reveal the identity of an employee, must be removed. The redacted records must only include,
63.27 to the extent it would not reveal the identity of an employee, the location where the employee
63.28 worked, the date of the injury or visit, a description of the medical treatment or first aid
63.29 provided, and a description of the injury suffered. The employer also must make its records
63.30 available to the commissioner, and where there is a collective bargaining agreement, to the
63.31 authorized bargaining representative.

63.32 (j) Except for paragraphs (f) and (g), this subdivision shall be enforced by the
63.33 commissioner under sections 182.66 and 182.661. A violation of this subdivision is subject

64.1 to the penalties provided under section 182.666. Paragraphs (f) and (g) are enforceable by
64.2 the commissioner as described in section 179.875, subdivision 2.

64.3 (k) The entirety of this subdivision may also be enforced as described in section 179.875,
64.4 subdivisions 3 to 6.

64.5 **EFFECTIVE DATE.** This section is effective January 1, 2024, except subdivision 4,
64.6 which is effective July 1, 2023.

64.7 **Sec. 8. [179.8757] NOTIFICATION REQUIRED.**

64.8 (a) Meat-processing employers must provide written information and notifications about
64.9 employee rights under section 179.86 and sections 179.87 to 179.8757 to workers in their
64.10 language of fluency at least annually. If a worker is unable to understand written information
64.11 and notifications, the employer must provide such information and notices orally in the
64.12 worker's language of fluency.

64.13 (b) The coordinator must notify covered employers of the provisions of sections 179.87
64.14 to 179.8757 and any recent updates at least annually.

64.15 (c) The coordinator must place information explaining sections 179.87 to 179.8757 on
64.16 the Department of Labor and Industry's website in at least English, Spanish, and any other
64.17 language that at least ten percent of meat-processing workers communicate in fluently. The
64.18 coordinator must also make the information accessible to persons with impaired visual
64.19 acuity.

64.20 **EFFECTIVE DATE.** This section is effective January 1, 2024.

64.21 **Sec. 9. Minnesota Statutes 2022, section 182.654, subdivision 11, is amended to read:**

64.22 **Subd. 11. Refusal to work under dangerous conditions.** An employee acting in good
64.23 faith has the right to refuse to work under conditions which the employee reasonably believes
64.24 present an imminent danger of death or serious physical harm to the employee.

64.25 A reasonable belief of imminent danger of death or serious physical harm includes but
64.26 is not limited to a reasonable belief of the employee that the employee has been assigned
64.27 to work in an unsafe or unhealthful manner with a hazardous substance, harmful physical
64.28 agent or infectious agent.

64.29 An employer may not discriminate against an employee for a good faith refusal to
64.30 perform assigned tasks if the employee has requested that the employer correct the hazardous
64.31 conditions but the conditions remain uncorrected.

65.1 An employee who has refused in good faith to perform assigned tasks and who has not
 65.2 been reassigned to other tasks by the employer shall, in addition to retaining a right to
 65.3 continued employment, receive pay for the tasks which would have been performed if (1)
 65.4 the employee requests the commissioner to inspect and determine the nature of the hazardous
 65.5 condition, and (2) the commissioner determines that the employee, by performing the
 65.6 assigned tasks, would have been placed in imminent danger of death or serious physical
 65.7 harm.

65.8 Additionally, an administrative law judge may order, in addition to the relief found in
 65.9 section 182.669:

65.10 (1) reinstatement of the worker to the same position held before any adverse personnel
 65.11 action or to an equivalent position; reinstatement of full fringe benefits and seniority rights;
 65.12 compensation for unpaid wages, benefits, and other remuneration; or front pay in lieu of
 65.13 reinstatement; and

65.14 (2) compensatory damages payable to the aggrieved worker equal to the greater of \$5,000
 65.15 or twice the actual damages, including unpaid wages, benefits, and other remuneration and
 65.16 punitive damages.

65.17 ARTICLE 6

65.18 COVENANTS NOT TO COMPETE

65.19 Section 1. **[181.988] COVENANTS NOT TO COMPETE VOID IN EMPLOYMENT**
 65.20 **AGREEMENTS; SUBSTANTIVE PROTECTIONS OF MINNESOTA LAW APPLY.**

65.21 Subdivision 1. **Definitions.** (a) "Covenant not to compete" means an agreement between
 65.22 an employee and employer that restricts the employee, after termination of the employment,
 65.23 from performing:

65.24 (1) work for another employer for a specified period of time;

65.25 (2) work in a specified geographical area; or

65.26 (3) work for another employer in a capacity that is similar to the employee's work for
 65.27 the employer that is party to the agreement.

65.28 A covenant not to compete does not include a nondisclosure agreement, or agreement
 65.29 designed to protect trade secrets or confidential information. A covenant not to compete
 65.30 does not include a nonsolicitation agreement, or agreement restricting the ability to use
 65.31 client or contact lists, or solicit customers of the employer.

66.1 (b) "Employer" means any individual, partnership, association, corporation, business,
66.2 trust, or any person or group of persons acting directly or indirectly in the interest of an
66.3 employer in relation to an employee.

66.4 (c) "Employee" as used in this section means any individual who performs services for
66.5 an employer, including independent contractors.

66.6 (d) "Independent contractor" means any individual whose employment is governed by
66.7 a contract and whose compensation is not reported to the Internal Revenue Service on a
66.8 W-2 form. For purposes of this section, independent contractor also includes any corporation,
66.9 limited liability corporation, partnership, or other corporate entity when an employer requires
66.10 an individual to form such an organization for purposes of entering into a contract for
66.11 services as a condition of receiving compensation under an independent contractor agreement.

66.12 Subd. 2. **Covenants not to compete void and unenforceable.** (a) Any covenant not to
66.13 compete contained in a contract or agreement is void and unenforceable.

66.14 (b) Notwithstanding paragraph (a), a covenant not to compete is valid and enforceable
66.15 if:

66.16 (1) the covenant not to compete is agreed upon during the sale of a business. The person
66.17 selling the business and the partners, members, or shareholders, and the buyer of the business
66.18 may agree on a temporary and geographically restricted covenant not to compete that will
66.19 prohibit the seller of the business from carrying on a similar business within a reasonable
66.20 geographic area and for a reasonable length of time; or

66.21 (2) the covenant not to compete is agreed upon in anticipation of the dissolution of a
66.22 business. The partners, members, or shareholders, upon or in anticipation of a dissolution
66.23 of a partnership, limited liability company, or corporation may agree that all or any number
66.24 of the parties will not carry on a similar business within a reasonable geographic area where
66.25 the business has been transacted.

66.26 (c) Nothing in this subdivision shall be construed to render void or unenforceable any
66.27 other provisions in a contract or agreement containing a void or unenforceable covenant
66.28 not to compete.

66.29 (d) In addition to injunctive relief and any other remedies available, a court may award
66.30 an employee who is enforcing rights under this section reasonable attorney fees.

66.31 Subd. 3. **Choice of law; venue.** (a) An employer must not require an employee who
66.32 primarily resides and works in Minnesota, as a condition of employment, to agree to a
66.33 provision in an agreement or contract that would do either of the following:

67.1 (1) require the employee to adjudicate outside of Minnesota a claim arising in Minnesota;
 67.2 or

67.3 (2) deprive the employee of the substantive protection of Minnesota law with respect to
 67.4 a controversy arising in Minnesota.

67.5 (b) Any provision of a contract or agreement that violates paragraph (a) is voidable at
 67.6 any time by the employee and if a provision is rendered void at the request of the employee,
 67.7 the matter shall be adjudicated in Minnesota and Minnesota law shall govern the dispute.

67.8 (c) In addition to injunctive relief and any other remedies available, a court may award
 67.9 an employee who is enforcing rights under this section reasonable attorney fees.

67.10 (d) For purposes of this section, adjudication includes litigation and arbitration.

67.11 (e) This subdivision applies only to claims arising under this section.

67.12 **EFFECTIVE DATE.** This section is effective July 1, 2023, and applies to contracts
 67.13 and agreements entered into on or after that date.

67.14 **ARTICLE 7**

67.15 **BUILDING AND CONSTRUCTION CONTRACTS**

67.16 Section 1. Minnesota Statutes 2022, section 15.71, is amended by adding a subdivision
 67.17 to read:

67.18 Subd. 1a. **Indemnification agreement.** "Indemnification agreement" means an agreement
 67.19 by the promisor to indemnify, defend, or hold harmless the promisee against liability or
 67.20 claims of liability for damages arising out of bodily injury to persons or out of physical
 67.21 damage to tangible or real property.

67.22 Sec. 2. Minnesota Statutes 2022, section 15.71, is amended by adding a subdivision to
 67.23 read:

67.24 Subd. 1b. **Promisee.** "Promisee" includes that party's independent contractors, agents,
 67.25 employees, or indemnitees.

67.26 Sec. 3. Minnesota Statutes 2022, section 15.72, is amended by adding a subdivision to
 67.27 read:

67.28 Subd. 3. **Unenforceability of certain agreements.** (a) An indemnification agreement
 67.29 contained in, or executed in connection with, a contract for a public improvement is
 67.30 unenforceable except to the extent that:

68.1 (1) the underlying injury or damage is attributable to the negligent or otherwise wrongful
68.2 act or omission, including breach of a specific contractual duty, of the promisor or the
68.3 promisor's independent contractors, agents, employees, or delegates; or

68.4 (2) an owner, a responsible party, or a governmental entity agrees to indemnify a
68.5 contractor directly or through another contractor with respect to strict liability under
68.6 environmental laws.

68.7 (b) A provision in a public building or construction contract that requires a party to
68.8 provide insurance coverage to one or more other parties, including third parties, for the
68.9 negligence or intentional acts or omissions of any of those other parties, including third
68.10 parties, is against public policy and is void and unenforceable.

68.11 (c) Paragraph (b) does not affect the validity of a provision that requires a party to provide
68.12 or obtain workers' compensation insurance, construction performance or payment bonds,
68.13 builder's risk policies, owner or contractor-controlled insurance programs or policies, or
68.14 project-specific insurance for claims arising out of the promisor's negligent acts or omissions
68.15 or the negligent acts or omissions of the promisor's independent contractors, agents,
68.16 employees, or delegates.

68.17 (d) Paragraph (b) does not affect the validity of a provision that requires the promisor
68.18 to provide or obtain insurance coverage for the promisee's vicarious liability, or liability
68.19 imposed by warranty, arising out of the acts or omissions of the promisor.

68.20 (e) Paragraph (b) does not apply to building and construction contracts for work within
68.21 50 feet of public or private railroads, or railroads regulated by the Federal Railroad
68.22 Administration.

68.23 Sec. 4. Minnesota Statutes 2022, section 337.01, subdivision 3, is amended to read:

68.24 Subd. 3. **Indemnification agreement.** "Indemnification agreement" means an agreement
68.25 by the promisor to indemnify, defend, or hold harmless the promisee against liability or
68.26 claims of liability for damages arising out of bodily injury to persons or out of physical
68.27 damage to tangible or real property.

68.28 Sec. 5. Minnesota Statutes 2022, section 337.05, subdivision 1, is amended to read:

68.29 Subdivision 1. **Agreements valid.** (a) Except as otherwise provided in paragraph (b),
68.30 sections 337.01 to 337.05 do not affect the validity of agreements whereby a promisor agrees
68.31 to provide specific insurance coverage for the benefit of others.

69.1 (b) A provision that requires a party to provide insurance coverage to one or more other
 69.2 parties, including third parties, for the negligence or intentional acts or omissions of any of
 69.3 those other parties, including third parties, is against public policy and is void and
 69.4 unenforceable.

69.5 (c) Paragraph (b) does not affect the validity of a provision that requires a party to provide
 69.6 or obtain workers' compensation insurance, construction performance or payment bonds,
 69.7 ~~or project-specific insurance, including, without limitation, builder's risk policies or owner~~
 69.8 ~~or contractor-controlled insurance programs or policies~~ builder's risk policies, owner or
 69.9 contractor-controlled insurance programs or policies, or project-specific insurance for claims
 69.10 arising out of the promisor's negligent acts or omissions or the negligent acts or omissions
 69.11 of the promisor's independent contractors, agents, employees, or delegates.

69.12 (d) Paragraph (b) does not affect the validity of a provision that requires the promisor
 69.13 to provide or obtain insurance coverage for the promisee's vicarious liability, or liability
 69.14 imposed by warranty, arising out of the acts or omissions of the promisor.

69.15 (e) Paragraph (b) does not apply to building and construction contracts for work within
 69.16 50 feet of public or private railroads, or railroads regulated by the Federal Railroad
 69.17 Administration.

69.18 Sec. 6. **EFFECTIVE DATE.**

69.19 Sections 1 to 5 are effective the day following final enactment and apply to agreements
 69.20 entered into on or after that date.

69.21 **ARTICLE 8**

69.22 **PUBLIC EMPLOYMENT RELATIONS BOARD**

69.23 Section 1. Minnesota Statutes 2022, section 13.43, subdivision 6, is amended to read:

69.24 Subd. 6. **Access by labor organizations, Bureau of Mediation Services, Public**
 69.25 **Employment Relations Board.** Personnel data may be disseminated to labor organizations
 69.26 and the Public Employment Relations Board to the extent that the responsible authority
 69.27 determines that the dissemination is necessary to conduct elections, notify employees of
 69.28 fair share fee assessments, and implement the provisions of chapters 179 and 179A. Personnel
 69.29 data shall be disseminated to labor organizations, the Public Employment Relations Board,
 69.30 and to the Bureau of Mediation Services to the extent the dissemination is ordered or
 69.31 authorized by the commissioner of the Bureau of Mediation Services or the Public
 69.32 Employment Relations Board or its employees or agents.

70.1 **Sec. 2. [13.7909] PUBLIC EMPLOYMENT RELATIONS BOARD DATA.**

70.2 Subdivision 1. **Definition.** For purposes of this section, "board" means the Public
70.3 Employment Relations Board.

70.4 Subd. 2. **Charge and complaint data.** (a) Except as provided in paragraphs (b) and (c),
70.5 all data maintained by the board about a charge of unfair labor practices and appeals of
70.6 determinations of the commissioner under section 179A.12, subdivision 11, are classified
70.7 as protected nonpublic data or confidential data prior to being admitted into evidence at a
70.8 hearing conducted pursuant to section 179A.13. Data that are admitted into evidence at a
70.9 hearing conducted pursuant to section 179A.13 are public unless subject to a protective
70.10 order as determined by the board or a hearing officer.

70.11 (b) Statements by individuals that are provided to the board are private data on
70.12 individuals, as defined by section 13.02, subdivision 12, prior to being admitted into evidence
70.13 at a hearing conducted pursuant to section 179A.13, and become public once admitted into
70.14 evidence.

70.15 (c) The following data are public at all times:

70.16 (1) the filing date of unfair labor practice charges;

70.17 (2) the status of unfair labor practice charges as an original or amended charge;

70.18 (3) the names and job classifications of charging parties and charged parties;

70.19 (4) the provisions of law alleged to have been violated in unfair labor practice charges;

70.20 (5) the complaint issued by the board; and

70.21 (6) unless subject to a protective order:

70.22 (i) the full and complete record of an evidentiary hearing before a hearing officer,
70.23 including the hearing transcript, exhibits admitted into evidence, and posthearing briefs;

70.24 (ii) recommended decisions and orders of hearing officers pursuant to section 179A.13,
70.25 subdivision 1, paragraph (i);

70.26 (iii) exceptions to the hearing officer's recommended decision and order filed with the
70.27 board pursuant to section 179A.13, subdivision 1, paragraph (k);

70.28 (iv) party and nonparty briefs filed with the board; and

70.29 (v) decisions and orders issued by the board.

70.30 (d) The board may make any data classified as private, protected nonpublic, or
70.31 confidential pursuant to this subdivision accessible to any person or party if the access will

71.1 aid the implementation of chapters 179 and 179A or ensure due process protection of the
 71.2 parties.

71.3 Sec. 3. Minnesota Statutes 2022, section 179A.041, is amended by adding a subdivision
 71.4 to read:

71.5 Subd. 10. **Open Meeting Law; exceptions.** Chapter 13D does not apply to meetings of
 71.6 the board when it is deliberating on the merits of unfair labor practice charges under sections
 71.7 179.11, 179.12, and 179A.13; reviewing a recommended decision and order of a hearing
 71.8 officer under section 179A.13; or reviewing decisions of the commissioner of the Bureau
 71.9 of Mediation Services relating to unfair labor practices under section 179A.12, subdivision
 71.10 11.

71.11 **EFFECTIVE DATE.** This section is effective the day following final enactment.

71.12 **ARTICLE 9**

71.13 **WAREHOUSE WORKERS**

71.14 Section 1. **[182.6526] WAREHOUSE DISTRIBUTION WORKER SAFETY.**

71.15 Subdivision 1. **Definitions.** (a) The terms defined in this subdivision have the meanings
 71.16 given.

71.17 (b) "Aggregated employee work speed data" means a compilation of employee work
 71.18 speed data for multiple employees, in summary form, assembled in full or in another form
 71.19 such that the data cannot be identified with any individual.

71.20 (c) "Commissioner" means the commissioner of labor and industry.

71.21 (d)(1) Except as provided in clause (2), "employee" means an employee who works at
 71.22 a warehouse distribution center.

71.23 (2) For the purposes of subdivisions 2, 3, and 4 only, "employee" means a nonexempt
 71.24 employee performing warehouse work occurring on the property of a warehouse distribution
 71.25 center and does not include a nonexempt employee performing solely manufacturing,
 71.26 administrative, sales, accounting, human resources, or driving work at or to and from a
 71.27 warehouse distribution center.

71.28 (e) "Employee work speed data" means information an employer collects, stores, analyzes,
 71.29 or interprets relating to an individual employee's performance of a quota, including but not
 71.30 limited to quantities of tasks performed, quantities of items or materials handled or produced,
 71.31 rates or speeds of tasks performed, measurements or metrics of employee performance in

72.1 relation to a quota, and time categorized as performing tasks or not performing tasks.

72.2 Employee work speed data does not include itemized earnings statements pursuant to chapter
72.3 181, except for any content of those records that includes employee work speed data as
72.4 defined in this paragraph.

72.5 (f) "Employer" means a person who directly or indirectly, or through an agent or any
72.6 other person, including through the services of a third-party employer, temporary service,
72.7 or staffing agency or similar entity, employs or exercises control over the wages, hours, or
72.8 working conditions of 250 or more employees at a single warehouse distribution center or
72.9 1,000 or more employees at one or more warehouse distribution centers in the state. For
72.10 purposes of this paragraph, all employees of an employer's unitary business, as defined in
72.11 section 290.17, subdivision 4, shall be counted in determining the number of employees
72.12 employed at a single warehouse distribution center or at one or more warehouse distribution
72.13 centers in the state.

72.14 (g) "Warehouse distribution center" means an establishment as defined by any of the
72.15 following North American Industry Classification System (NAICS) codes:

72.16 (1) 493110 for General Warehousing and Storage;

72.17 (2) 423 for Merchant Wholesalers, Durable Goods;

72.18 (3) 424 for Merchant Wholesalers, Nondurable Goods;

72.19 (4) 454110 for Electronic Shopping and Mail-Order Houses; and

72.20 (5) 492110 for Couriers and Express Delivery Services.

72.21 (h) "Quota" means a work standard under which:

72.22 (1) an employee or group of employees is assigned or required to perform at a specified
72.23 productivity speed, or perform a quantified number of tasks, or handle or produce a quantified
72.24 amount of material, or perform without a certain number of errors or defects, as measured
72.25 at the individual or group level within a defined time period; or

72.26 (2) an employee's actions are categorized and measured between time performing tasks
72.27 and not performing tasks, and the employee's failure to complete a task performance standard
72.28 may have an adverse impact on the employee's continued employment.

72.29 Subd. 2. **Written description required.** (a) Each employer shall provide to each
72.30 employee a written description of each quota to which the employee is subject and how it
72.31 is measured, including the quantified number of tasks to be performed or materials to be
72.32 produced or handled or the limit on time categorized as not performing tasks, within the

73.1 defined time period, and any potential adverse employment action that could result from
73.2 failure to meet the quota.

73.3 (b) The written description must be understandable in plain language and in the language
73.4 identified by each employee as the primary language of that employee.

73.5 (c) The written description must be provided:

73.6 (1) upon hire or within 30 days of the effective date of this section; and

73.7 (2) no fewer than one working day prior to the effective date of any increase of an
73.8 existing quota and no later than the time of implementation for any decrease of an existing
73.9 quota.

73.10 (d) An employer shall not take adverse employment action against an employee for
73.11 failure to meet a quota that has not been disclosed to the employee.

73.12 Subd. 3. **Breaks.** An employee shall not be required to meet a quota that prevents
73.13 compliance with meal or rest or prayer periods; use of restroom facilities, including
73.14 reasonable travel time to and from restroom facilities as provided under section 177.253,
73.15 subdivision 1; or occupational health and safety standards under this chapter or Minnesota
73.16 Rules, chapter 5205. An employer shall not take adverse employment action against an
73.17 employee for failure to meet a quota that does not allow a worker to comply with meal or
73.18 rest or prayer periods or occupational health and safety standards under this chapter.

73.19 Subd. 4. **Employee work speed data.** (a) Employees have the right to request orally or
73.20 in writing from their direct supervisor or another representative designated by the employer,
73.21 and the employer shall provide within four business days: (1) a written description of each
73.22 quota to which the employee is subject; (2) a copy of the most recent 90 days of the
73.23 employee's own personal employee work speed data; and (3) a copy of the most recent 90
73.24 days of aggregated employee work speed data for similar employees at the same work site.
73.25 The written description of each quota must meet the requirements of subdivision 2, paragraph
73.26 (b), and the employee work speed data must be provided in a manner understandable to the
73.27 employee. An employee may make a request under this paragraph no more than four times
73.28 per year.

73.29 (b) If an employer disciplines an employee for failure to meet a quota, the employer
73.30 must, at the time of discipline, provide the employee with a written copy of the most recent
73.31 90 days of the employee's own personal employee work speed data. If an employer dismisses
73.32 an employee for any reason, they must, at the time of firing, provide the employee with a
73.33 written copy of the most recent 90 days of the employee's own personal employee work

74.1 speed data. An employer shall not retaliate against an employee for requesting data under
74.2 this subdivision. Discipline means taking a formal action, documented in writing, and does
74.3 not mean conversations surrounding performance improvement or training. An employer
74.4 must formally document any disciplinary action.

74.5 Subd. 5. **High rates of injury.** If a particular work site or employer is found to have an
74.6 employee incidence rate in a given year, based on data reported to the federal Occupational
74.7 Safety and Health Administration, of at least 30 percent higher than that year's average
74.8 incidence rate for the relevant NAICS codes, the commissioner shall open an investigation
74.9 of violations under this section. The employer must also hold its safety committee meetings
74.10 as provided under section 182.676 monthly until, for two consecutive years, the work site
74.11 or employer does not have an employee incidence rate 30 percent higher than the average
74.12 yearly incidence rate for the relevant NAICS code.

74.13 Subd. 6. **Enforcement.** (a) Subdivisions 2, paragraphs (a) to (c), 4, and 5 shall be enforced
74.14 by the commissioner under sections 182.66, 182.661, and 182.669. A violation of this section
74.15 is subject to the penalties provided under sections 182.666 and 182.669.

74.16 (b) A current or former employee aggrieved by a violation of this section may bring a
74.17 civil cause of action for damages and injunctive relief to obtain compliance with this section;
74.18 may receive other equitable relief as determined by a court, including reinstatement with
74.19 back pay; and may, upon prevailing in the action, recover costs and reasonable attorney
74.20 fees in that action. A cause of action under this section must be commenced within one year
74.21 of the date of the violation.

74.22 (c) Nothing in this section shall be construed to prevent local enforcement of occupational
74.23 health and safety standards that are more restrictive than this section.

74.24 **EFFECTIVE DATE.** This section is effective August 1, 2023.

74.25 **ARTICLE 10**

74.26 **CONSTRUCTION WORKER WAGE PROTECTIONS**

74.27 Section 1. Minnesota Statutes 2022, section 177.27, subdivision 1, is amended to read:

74.28 Subdivision 1. **Examination of records.** The commissioner may enter during reasonable
74.29 office hours or upon request and inspect the place of business or employment of any employer
74.30 of employees working in the state, to examine and inspect books, registers, payrolls, and
74.31 other records of any employer that in any way relate to wages, hours, and other conditions
74.32 of employment of any employees. The commissioner may transcribe any or all of the books,
74.33 registers, payrolls, and other records as the commissioner deems necessary or appropriate

75.1 and may question the employees to ascertain compliance with sections 177.21 to 177.435
75.2 and 181.165. The commissioner may investigate wage claims or complaints by an employee
75.3 against an employer if the failure to pay a wage may violate Minnesota law or an order or
75.4 rule of the department.

75.5 Sec. 2. Minnesota Statutes 2022, section 177.27, subdivision 4, is amended to read:

75.6 Subd. 4. **Compliance orders.** The commissioner may issue an order requiring an
75.7 employer to comply with sections 177.21 to 177.435, 181.02, 181.03, 181.031, 181.032,
75.8 181.101, 181.11, 181.13, 181.14, 181.145, 181.15, 181.165, 181.172, paragraph (a) or (d),
75.9 181.275, subdivision 2a, 181.722, 181.79, and 181.939 to 181.943, or with any rule
75.10 promulgated under section 177.28. The commissioner shall issue an order requiring an
75.11 employer to comply with sections 177.41 to 177.435 or 181.165 if the violation is repeated.
75.12 For purposes of this subdivision only, a violation is repeated if at any time during the two
75.13 years that preceded the date of violation, the commissioner issued an order to the employer
75.14 for violation of sections 177.41 to 177.435 or 181.165 and the order is final or the
75.15 commissioner and the employer have entered into a settlement agreement that required the
75.16 employer to pay back wages that were required by sections 177.41 to 177.435. The
75.17 department shall serve the order upon the employer or the employer's authorized
75.18 representative in person or by certified mail at the employer's place of business. An employer
75.19 who wishes to contest the order must file written notice of objection to the order with the
75.20 commissioner within 15 calendar days after being served with the order. A contested case
75.21 proceeding must then be held in accordance with sections 14.57 to 14.69 or 181.165. If,
75.22 within 15 calendar days after being served with the order, the employer fails to file a written
75.23 notice of objection with the commissioner, the order becomes a final order of the
75.24 commissioner. For the purposes of this subdivision, an employer includes a contractor that
75.25 has assumed a subcontractor's liability within the meaning of section 181.165.

75.26 Sec. 3. Minnesota Statutes 2022, section 177.27, subdivision 8, is amended to read:

75.27 Subd. 8. **Court actions; suits brought by private parties.** An employee may bring a
75.28 civil action seeking redress for a violation or violations of sections 177.21 to 177.44 and
75.29 181.165 directly to district court. An employer who pays an employee less than the wages
75.30 and overtime compensation to which the employee is entitled under sections 177.21 to
75.31 177.44 or a contractor that has assumed a subcontractor's liability as required by section
75.32 181.165, is liable to the employee for the full amount of the wages, gratuities, and overtime
75.33 compensation, less any amount the employer or contractor is able to establish was actually
75.34 paid to the employee and for an additional equal amount as liquidated damages. In addition,

76.1 in an action under this subdivision the employee may seek damages and other appropriate
76.2 relief provided by subdivision 7 and otherwise provided by law. An agreement between the
76.3 employee and the employer to work for less than the applicable wage is not a defense to
76.4 the action.

76.5 Sec. 4. Minnesota Statutes 2022, section 177.27, subdivision 9, is amended to read:

76.6 Subd. 9. **District court jurisdiction.** Any action brought under subdivision 8 may be
76.7 filed in the district court of the county wherein a violation or violations of sections 177.21
76.8 to 177.44 or 181.165 are alleged to have been committed, where the respondent resides or
76.9 has a principal place of business, or any other court of competent jurisdiction. The action
76.10 may be brought by one or more employees.

76.11 Sec. 5. Minnesota Statutes 2022, section 177.27, subdivision 10, is amended to read:

76.12 Subd. 10. **Attorney fees and costs.** In any action brought pursuant to subdivision 8, the
76.13 court shall order an employer who is found to have committed a violation or violations of
76.14 sections 177.21 to 177.44 or 181.165 to pay to the employee or employees reasonable costs,
76.15 disbursements, witness fees, and attorney fees.

76.16 Sec. 6. **[181.165] WAGE PROTECTION; CONSTRUCTION WORKERS.**

76.17 Subdivision 1. Definitions. (a) For purposes of this section, the following terms have
76.18 the meanings given.

76.19 (b) "Claimant" means any person claiming unpaid wages, fringe benefits, penalties, or
76.20 resulting liquidated damages that are owed as required by law, including any applicable
76.21 statute, regulation, rule, ordinance, government resolution or policy, contract, or other legal
76.22 authority.

76.23 (c) "Commissioner" refers to the commissioner of labor and industry.

76.24 (d) "Construction contract" means a written or oral agreement for the construction,
76.25 reconstruction, erection, alteration, remodeling, repairing, maintenance, moving, or
76.26 demolition of any building, structure, or improvement, or relating to the excavation of or
76.27 development or improvement to land. For purposes of this section, a construction contract
76.28 shall not include a home improvement contract for the performance of a home improvement
76.29 between a home improvement contractor and the owner of an owner-occupied dwelling,
76.30 and a home construction contract for one- or two-family dwelling units except where such
76.31 contract or contracts results in the construction of more than ten one- or two-family
76.32 owner-occupied dwellings at one project site annually.

77.1 (e) "Contractor" means any person, firm, partnership, corporation, association, company,
77.2 organization, or other entity, including a construction manager, general or prime contractor,
77.3 joint venture, or any combination thereof, along with their successors, heirs, and assigns,
77.4 which enters into a construction contract with an owner. An owner shall be deemed a
77.5 contractor and liable as such under this section if said owner has entered into a construction
77.6 contract with more than one contractor or subcontractor on any construction site.

77.7 (f) "Owner" means any person, firm, partnership, corporation, association, company,
77.8 organization, or other entity, or a combination of any thereof, with an ownership interest,
77.9 whether the interest or estate is in fee, as vendee under a contract to purchase, as lessee or
77.10 another interest or estate less than fee that causes a building, structure, or improvement,
77.11 new or existing, to be constructed, reconstructed, erected, altered, remodeled, repaired,
77.12 maintained, moved, or demolished or that causes land to be excavated or otherwise developed
77.13 or improved.

77.14 (g) "Subcontractor" means any person, firm, partnership, corporation, company,
77.15 association, organization or other entity, or any combination thereof, that is a party to a
77.16 contract with a contractor or party to a contract with the contractor's subcontractors at any
77.17 tier to perform any portion of work within the scope of the contractor's construction contract
77.18 with the owner, including where the subcontractor has no direct privity of contract with the
77.19 contractor. When the owner is deemed a contractor, subcontractor also includes the owner's
77.20 contractors.

77.21 Subd. 2. **Assumption of liability.** (a) A contractor entering into a construction contract
77.22 shall assume and is liable for any unpaid wages, fringe benefits, penalties, and resulting
77.23 liquidated damages owed to a claimant or third party acting on the claimant's behalf by a
77.24 subcontractor at any tier acting under, by, or for the contractor or its subcontractors for the
77.25 claimant's performance of labor.

77.26 (b) A contractor or any other person shall not evade or commit any act that negates the
77.27 requirements of this section. No agreement by an employee or subcontractor to indemnify
77.28 a contractor or otherwise release or transfer liability assigned to a contractor under this
77.29 section shall be valid. However, if a contractor has satisfied unpaid wage claims of an
77.30 employee and incurred fees and costs in doing so, such contractor may then pursue actual
77.31 and liquidated damages from any subcontractor who caused the contractor to incur those
77.32 damages.

78.1 (c) A contractor shall not evade liability under this section by claiming that a person is
78.2 an independent contractor rather than an employee of a subcontractor unless the person
78.3 meets the criteria required by section 181.723, subdivision 4.

78.4 Subd. 3. **Enforcement.** (a) In the case of a complaint filed with the commissioner under
78.5 section 177.27, subdivision 1, or a private civil action by an employee under section 177.27,
78.6 subdivision 8, such employee may designate any person, organization, or collective
78.7 bargaining agent authorized to file a complaint with the commissioner or in court pursuant
78.8 to this section to make a wage claim on the claimant's behalf.

78.9 (b) In the case of an action against a subcontractor, the contractor shall be jointly and
78.10 severally liable for any unpaid wages, benefits, penalties, and any other remedies available
78.11 pursuant to this section.

78.12 (c) Claims shall be brought consistent with section 541.07, clause (5), for the initiation
78.13 of such claim under this section in a court of competent jurisdiction or the filing of a
78.14 complaint with the commissioner or attorney general. The provisions of this section do not
78.15 diminish, impair, or otherwise infringe on any other right of an employee to bring an action
78.16 or file a complaint against any employer.

78.17 Subd. 4. **Payroll records; data.** (a) Within 15 days of a request by a contractor to a
78.18 subcontractor, the subcontractor, and any other subcontractors hired under contract to the
78.19 subcontractor shall provide payroll records, which, at minimum, contain all lawfully required
78.20 information for all workers providing labor on the project. The payroll records shall contain
78.21 sufficient information to apprise the contractor or subcontractor of such subcontractor's
78.22 payment of wages and fringe benefit contributions to a third party on the workers' behalf.
78.23 Payroll records shall be marked or redacted to an extent only to prevent disclosure of the
78.24 employee's Social Security number.

78.25 (b) Within 15 days of a request of a contractor or a contractor's subcontractor, any
78.26 subcontractor that performs any portion of work within the scope of the contractor's
78.27 construction contract with an owner shall provide:

78.28 (1) the names of all employees and independent contractors of the subcontractor on the
78.29 project, including the names of all those designated as independent contractors and, when
78.30 applicable, the name of the contractor's subcontractor with whom the subcontractor is under
78.31 contract;

78.32 (2) the anticipated contract start date;

78.33 (3) the scheduled duration of work;

79.1 (4) when applicable, local unions with which such subcontractor is a signatory contractor;
79.2 and

79.3 (5) the name and telephone number of a contact for the subcontractor.

79.4 (c) Unless otherwise required by law, a contractor or subcontractor shall not disclose an
79.5 individual's personal identifying information to the general public, except that the contractor
79.6 or subcontractor can confirm that the individual works for them and provide the individual's
79.7 full name.

79.8 Subd. 5. **Payments to contractors and subcontractors.** Nothing in this section shall
79.9 alter the owner's obligation to pay a contractor, or a contractor's obligation to pay a
79.10 subcontractor as set forth in section 337.10, except as expressly permitted by this section.

79.11 Subd. 6. **Exemptions.** (a) Nothing in this section shall be deemed to diminish the rights,
79.12 privileges, or remedies of any employee under any collective bargaining agreement. This
79.13 section shall not apply to any contractor or subcontractor that is a signatory to a bona fide
79.14 collective bargaining agreement with a building and construction trade labor organization
79.15 that: (1) contains a grievance procedure that may be used to recover unpaid wages on behalf
79.16 of employees covered by the agreement; and (2) provides for collection of unpaid
79.17 contributions to fringe benefit trust funds established pursuant to United States Code, title
79.18 29, section 186(c)(5)-(6), by or on behalf of such trust funds.

79.19 (b) This section does not apply to work for which prevailing wage rates apply under
79.20 sections 177.41 to 177.44.

79.21 Sec. 7. Minnesota Statutes 2022, section 181.171, subdivision 4, is amended to read:

79.22 Subd. 4. **Employer; definition.** "Employer" means any person having one or more
79.23 employees in Minnesota and includes the state or a contractor that has assumed a
79.24 subcontractor's liability within the meaning of section 181.165 and any political subdivision
79.25 of the state. This definition applies to this section and sections 181.02, 181.03, 181.031,
79.26 181.032, 181.06, 181.063, 181.10, 181.101, 181.13, 181.14, and 181.16.

79.27 Sec. 8. **EFFECTIVE DATE.**

79.28 Sections 1 to 7 are effective August 1, 2023, and apply to contracts or agreements entered
79.29 into, renewed, modified, or amended on or after that date.

80.1

ARTICLE 11

80.2

MISCELLANEOUS

80.3 Section 1. Minnesota Statutes 2022, section 13.43, subdivision 6, is amended to read:

80.4 Subd. 6. **Access by labor organizations.** (a) Personnel data ~~may~~ must be disseminated
80.5 to labor organizations to the extent that the responsible authority determines that the
80.6 dissemination is necessary to conduct elections, notify employees of fair share fee
80.7 assessments, investigate and process grievances, and implement the provisions of chapters
80.8 179 and 179A. Personnel data shall be disseminated to labor organizations and to the Bureau
80.9 of Mediation Services to the extent the dissemination is ordered or authorized by the
80.10 commissioner of the Bureau of Mediation Services. Employee Social Security numbers are
80.11 not necessary to implement the provisions of chapters 179 and 179A.

80.12 (b) Personnel data described under section 179A.07, subdivision 8, must be disseminated
80.13 to an exclusive representative under the terms of that subdivision.

80.14 (c) An employer who disseminates personnel data to a labor organization pursuant to
80.15 this subdivision shall not be subject to liability under section 13.08. Nothing in this paragraph
80.16 shall impair or limit any remedies available under section 325E.61.

80.17 (d) The home addresses, nonemployer issued phone numbers and email addresses, dates
80.18 of birth, and emails or other communications between exclusive representatives and their
80.19 members, prospective members, and nonmembers are private data on individuals.

80.20 Sec. 2. **[16A.1335] EMPLOYEE SALARIES AND BENEFITS IN EVENT OF STATE**
80.21 **GOVERNMENT SHUTDOWN.**

80.22 Subdivision 1. **Definition.** As used in this section, "government shutdown" means that,
80.23 as of July 1 of an odd-numbered year, legislation appropriating money for the general
80.24 operations of (1) an executive agency, (2) an office or department of the legislature, including
80.25 each house of the legislature and the Legislative Coordinating Commission, or (3) a judicial
80.26 branch agency or department, including a court, has not been enacted for the biennium
80.27 beginning July 1 of that year.

80.28 Subd. 2. **Payment required.** Notwithstanding section 16A.17, subdivision 8, state
80.29 employees must be provided payment for lost salary and benefits resulting from their absence
80.30 from work during a government shutdown. An employee is eligible for a payment under
80.31 this section only upon the employee's return to work.

81.1 Subd. 3. **Appropriation; limitation.** (a) In the event of a government shutdown, the
 81.2 amount necessary to pay the salary and benefits of employees of any impacted agency,
 81.3 office, or department is appropriated beginning on that July 1 to that agency, office, or
 81.4 department. The appropriation is made from the fund or funds from which an appropriation
 81.5 was made in the previous fiscal year for salary and benefits paid to each affected employee.

81.6 (b) Amounts appropriated under this subdivision may not exceed the amount or amounts
 81.7 appropriated for general operations of the affected agency, office, or department in the
 81.8 previous fiscal year.

81.9 Subd. 4. **Certification of amount for employees in the legislative and judicial**
 81.10 **branches.** By June 25 of an odd-numbered year, if a government shutdown appears
 81.11 imminent, the director of the Legislative Coordinating Commission, the chief clerk of the
 81.12 house of representatives, the secretary of the senate, and the chief clerk of the supreme court
 81.13 must each certify to the commissioner of management and budget the amount needed for
 81.14 salaries and benefits for each fiscal year of the next biennium, and the commissioner of
 81.15 management and budget shall make the certified amount available on July 1 of that year or
 81.16 on another schedule that permits payment of all salary and benefit obligations required by
 81.17 this section in a timely manner.

81.18 Subd. 5. **Subsequent appropriations.** A subsequent appropriation to the agency, office,
 81.19 or department for regular operations for a biennium in which this section has been applied
 81.20 may only supersede and replace the appropriation provided by subdivision 3 by express
 81.21 reference to this section.

81.22 Sec. 3. Minnesota Statutes 2022, section 120A.414, subdivision 2, is amended to read:

81.23 Subd. 2. **Plan.** A school board, including the board of a charter school, may adopt an
 81.24 e-learning day plan after consulting meeting and negotiating with the exclusive representative
 81.25 of the teachers. ~~A~~ If a charter school's teachers are not represented by an exclusive
 81.26 representative, the charter school may adopt an e-learning day plan after consulting with
 81.27 its teachers. The plan must include accommodations for students without Internet access at
 81.28 home and for digital device access for families without the technology or an insufficient
 81.29 amount of technology for the number of children in the household. A school's e-learning
 81.30 day plan must provide accessible options for students with disabilities under chapter 125A.

82.1 Sec. 4. Minnesota Statutes 2022, section 122A.181, subdivision 5, is amended to read:

82.2 Subd. 5. **Limitations on license.** (a) A Tier 1 license is limited to the content matter
82.3 indicated on the application for the initial Tier 1 license under subdivision 1, clause (2), and
82.4 limited to the district or charter school that requested the initial Tier 1 license.

82.5 (b) A Tier 1 license does not bring an individual within the definition of a teacher for
82.6 purposes of section 122A.40, subdivision 1, or 122A.41, subdivision 1, clause (a).

82.7 ~~(c) A Tier 1 license does not bring an individual within the definition of a teacher under~~
82.8 ~~section 179A.03, subdivision 18.~~

82.9 Sec. 5. Minnesota Statutes 2022, section 122A.26, subdivision 2, is amended to read:

82.10 Subd. 2. **Exceptions.** (a) A person who teaches in a community education program
82.11 ~~which~~ that qualifies for aid pursuant to section 124D.52 shall continue to meet licensure
82.12 requirements as a teacher. A person who teaches in an early childhood and family education
82.13 program ~~which~~ that is offered through a community education program and which qualifies
82.14 for community education aid pursuant to section 124D.20 or early childhood and family
82.15 education aid pursuant to section 124D.135 shall continue to meet licensure requirements
82.16 as a teacher. A person who teaches in a community education course ~~which~~ that is offered
82.17 for credit for graduation to persons under 18 years of age shall continue to meet licensure
82.18 requirements as a teacher.

82.19 (b) A person who teaches a driver training course ~~which~~ that is offered through a
82.20 community education program to persons under 18 years of age shall be licensed by the
82.21 Professional Educator Licensing and Standards Board or be subject to section 171.35. A
82.22 license ~~which~~ that is required for an instructor in a community education program pursuant
82.23 to this ~~subdivision~~ paragraph shall not be construed to bring an individual within the
82.24 definition of a teacher for purposes of section 122A.40, subdivision 1, or 122A.41,
82.25 subdivision 1, ~~clause~~ paragraph (a).

82.26 **EFFECTIVE DATE.** This section is effective for the 2023-2024 school year and later.

82.27 Sec. 6. Minnesota Statutes 2022, section 122A.40, subdivision 5, is amended to read:

82.28 Subd. 5. **Probationary period.** (a) The first three consecutive years of a teacher's first
82.29 teaching experience in Minnesota in a single district is deemed to be a probationary period
82.30 of employment, and, the probationary period in each district in which the teacher is thereafter
82.31 employed shall be one year. The school board must adopt a plan for written evaluation of
82.32 teachers during the probationary period that is consistent with subdivision 8. Evaluation

83.1 must occur at least three times periodically throughout each school year for a teacher
83.2 performing services during that school year; the first evaluation must occur within the first
83.3 90 days of teaching service. Days devoted to parent-teacher conferences, teachers' workshops,
83.4 and other staff development opportunities and days on which a teacher is absent from school
83.5 must not be included in determining the number of school days on which a teacher performs
83.6 services. Except as otherwise provided in paragraph (b), during the probationary period any
83.7 annual contract with any teacher may or may not be renewed as the school board shall see
83.8 fit. However, the board must give any such teacher whose contract it declines to renew for
83.9 the following school year written notice to that effect before July 1. If the teacher requests
83.10 reasons for any nonrenewal of a teaching contract, the board must give the teacher its reason
83.11 in writing, including a statement that appropriate supervision was furnished describing the
83.12 nature and the extent of such supervision furnished the teacher during the employment by
83.13 the board, within ten days after receiving such request. The school board may, after a hearing
83.14 held upon due notice, discharge a teacher during the probationary period for cause, effective
83.15 immediately, under section 122A.44.

83.16 (b) A board must discharge a probationary teacher, effective immediately, upon receipt
83.17 of notice under section 122A.20, subdivision 1, paragraph (b), that the teacher's license has
83.18 been revoked due to a conviction for child abuse or sexual abuse.

83.19 (c) A probationary teacher whose first three years of consecutive employment are
83.20 interrupted for active military service and who promptly resumes teaching consistent with
83.21 federal reemployment timelines for uniformed service personnel under United States Code,
83.22 title 38, section 4312(e), is considered to have a consecutive teaching experience for purposes
83.23 of paragraph (a).

83.24 (d) A probationary teacher whose first three years of consecutive employment are
83.25 interrupted for maternity, paternity, or medical leave and who resumes teaching within 12
83.26 months of when the leave began is considered to have a consecutive teaching experience
83.27 for purposes of paragraph (a) if the probationary teacher completes a combined total of
83.28 three years of teaching service immediately before and after the leave.

83.29 (e) A probationary teacher must complete at least ~~120~~ 90 days of teaching service each
83.30 year during the probationary period. Days devoted to parent-teacher conferences, teachers'
83.31 workshops, and other staff development opportunities and days on which a teacher is absent
83.32 from school do not count as days of teaching service under this paragraph.

84.1 Sec. 7. Minnesota Statutes 2022, section 122A.41, subdivision 2, is amended to read:

84.2 Subd. 2. **Probationary period; discharge or demotion.** (a) ~~All teachers in the public~~
84.3 ~~schools in cities of the first class during the first three years of consecutive employment~~
84.4 ~~shall be deemed to be in a probationary period of employment during which period any~~
84.5 ~~annual contract with any teacher may, or may not, be renewed as the school board, after~~
84.6 ~~consulting with the peer review committee charged with evaluating the probationary teachers~~
84.7 ~~under subdivision 3, shall see fit.~~ The first three consecutive years of a teacher's first teaching
84.8 experience in Minnesota in a single district is deemed to be a probationary period of
84.9 employment, and the probationary period in each district in which the teacher is thereafter
84.10 employed shall be one year. The school site management team or the school board if there
84.11 is no school site management team, shall adopt a plan for a written evaluation of teachers
84.12 during the probationary period according to subdivisions 3 and 5. Evaluation by the peer
84.13 review committee charged with evaluating probationary teachers under subdivision 3 shall
84.14 occur at least three times periodically throughout each school year for a teacher performing
84.15 services during that school year; the first evaluation must occur within the first 90 days of
84.16 teaching service. Days devoted to parent-teacher conferences, teachers' workshops, and
84.17 other staff development opportunities and days on which a teacher is absent from school
84.18 shall not be included in determining the number of school days on which a teacher performs
84.19 services. The school board may, during such probationary period, discharge or demote a
84.20 teacher for any of the causes as specified in this code. A written statement of the cause of
84.21 such discharge or demotion shall be given to the teacher by the school board at least 30
84.22 days before such removal or demotion shall become effective, and the teacher so notified
84.23 shall have no right of appeal therefrom.

84.24 (b) A probationary teacher whose first three years of consecutive employment are
84.25 interrupted for active military service and who promptly resumes teaching consistent with
84.26 federal reemployment timelines for uniformed service personnel under United States Code,
84.27 title 38, section 4312(e), is considered to have a consecutive teaching experience for purposes
84.28 of paragraph (a).

84.29 (c) A probationary teacher whose first three years of consecutive employment are
84.30 interrupted for maternity, paternity, or medical leave and who resumes teaching within 12
84.31 months of when the leave began is considered to have a consecutive teaching experience
84.32 for purposes of paragraph (a) if the probationary teacher completes a combined total of
84.33 three years of teaching service immediately before and after the leave.

84.34 (d) A probationary teacher must complete at least ~~120~~ 90 days of teaching service each
84.35 year during the probationary period. Days devoted to parent-teacher conferences, teachers'

85.1 workshops, and other staff development opportunities and days on which a teacher is absent
85.2 from school do not count as days of teaching service under this paragraph.

85.3 Sec. 8. Minnesota Statutes 2022, section 177.27, subdivision 4, as amended by Laws 2023,
85.4 chapter 30, section 1, is amended to read:

85.5 Subd. 4. **Compliance orders.** The commissioner may issue an order requiring an
85.6 employer to comply with sections 177.21 to 177.435, 181.02, 181.03, 181.031, 181.032,
85.7 181.101, 181.11, 181.13, 181.14, 181.145, 181.15, 181.172, paragraph (a) or (d), 181.275,
85.8 subdivision 2a, 181.722, 181.79, 181.939 to 181.943, ~~and 181.987, or 181.991,~~ and with
85.9 any rule promulgated under section 177.28. The commissioner shall issue an order requiring
85.10 an employer to comply with sections 177.41 to 177.435 or 181.987 if the violation is repeated.
85.11 For purposes of this subdivision only, a violation is repeated if at any time during the two
85.12 years that preceded the date of violation, the commissioner issued an order to the employer
85.13 for violation of sections 177.41 to 177.435 or 181.987 and the order is final or the
85.14 commissioner and the employer have entered into a settlement agreement that required the
85.15 employer to pay back wages that were required by sections 177.41 to 177.435. The
85.16 department shall serve the order upon the employer or the employer's authorized
85.17 representative in person or by certified mail at the employer's place of business. An employer
85.18 who wishes to contest the order must file written notice of objection to the order with the
85.19 commissioner within 15 calendar days after being served with the order. A contested case
85.20 proceeding must then be held in accordance with sections 14.57 to 14.69. If, within 15
85.21 calendar days after being served with the order, the employer fails to file a written notice
85.22 of objection with the commissioner, the order becomes a final order of the commissioner.

85.23 **EFFECTIVE DATE.** This section is effective the day following final enactment and
85.24 applies to franchise agreements entered into or amended on or after that date.

85.25 Sec. 9. Minnesota Statutes 2022, section 177.42, subdivision 2, is amended to read:

85.26 Subd. 2. **Project.** "Project" means demolition, erection, construction, remodeling, or
85.27 repairing of a public building, facility, or other public work financed in whole or part by
85.28 state funds. Project also includes demolition, erection, construction, remodeling, or repairing
85.29 of a building, facility, or public work when the acquisition of property, predesign, design,
85.30 or demolition is financed in whole or part by state funds.

85.31 **EFFECTIVE DATE.** This section is effective the day following final enactment.

86.1 Sec. 10. Minnesota Statutes 2022, section 179A.03, subdivision 14, is amended to read:

86.2 Subd. 14. **Public employee or employee.** (a) "Public employee" or "employee" means
86.3 any person appointed or employed by a public employer except:

86.4 (1) elected public officials;

86.5 (2) election officers;

86.6 (3) commissioned or enlisted personnel of the Minnesota National Guard;

86.7 (4) emergency employees who are employed for emergency work caused by natural
86.8 disaster;

86.9 (5) part-time employees whose service does not exceed the lesser of 14 hours per week
86.10 or 35 percent of the normal work week in the employee's appropriate unit;

86.11 (6) employees whose positions are basically temporary or seasonal in character and: (i)
86.12 are not for more than 67 working days in any calendar year; ~~or~~ (ii) are not working for a
86.13 Minnesota school district or charter school; or (iii) are not for more than 100 working days
86.14 in any calendar year and the employees are under the age of 22, are full-time students
86.15 enrolled in a nonprofit or public educational institution prior to being hired by the employer,
86.16 and have indicated, either in an application for employment or by being enrolled at an
86.17 educational institution for the next academic year or term, an intention to continue as students
86.18 during or after their temporary employment;

86.19 (7) employees providing services for not more than two consecutive quarters to the
86.20 Board of Trustees of the Minnesota State Colleges and Universities under the terms of a
86.21 professional or technical services contract as defined in section 16C.08, subdivision 1;

86.22 (8) employees of charitable hospitals as defined by section 179.35, subdivision 3, except
86.23 that employees of charitable hospitals as defined by section 179.35, subdivision 3, are public
86.24 employees for purposes of sections 179A.051, 179A.052, and 179A.13;

86.25 (9) full-time undergraduate students employed by the school which they attend under a
86.26 work-study program or in connection with the receipt of financial aid, irrespective of number
86.27 of hours of service per week;

86.28 (10) an individual who is employed for less than 300 hours in a fiscal year as an instructor
86.29 in an adult vocational education program;

86.30 ~~(11) an individual hired by the Board of Trustees of the Minnesota State Colleges and~~
86.31 ~~Universities to teach one course for three or fewer credits for one semester in a year;~~

86.32 ~~(12)~~ (11) with respect to court employees:

87.1 (i) personal secretaries to judges;

87.2 (ii) law clerks;

87.3 (iii) managerial employees;

87.4 (iv) confidential employees; and

87.5 (v) supervisory employees; or

87.6 ~~(13)~~ (12) with respect to employees of Hennepin Healthcare System, Inc., managerial,

87.7 supervisory, and confidential employees.

87.8 (b) The following individuals are public employees regardless of the exclusions of

87.9 paragraph (a), clauses (5) ~~and (6)~~ to (7):

87.10 (1) an employee hired by a school district or the Board of Trustees of the Minnesota

87.11 State Colleges and Universities except at the university established in the Twin Cities

87.12 metropolitan area under section 136F.10 or for community services or community education

87.13 instruction offered on a noncredit basis: (i) to replace an absent teacher or faculty member

87.14 who is a public employee, where the replacement employee is employed more than 30

87.15 working days as a replacement for that teacher or faculty member; or (ii) to take a teaching

87.16 position created due to increased enrollment, curriculum expansion, courses which are a

87.17 part of the curriculum whether offered annually or not, or other appropriate reasons;

87.18 (2) an employee hired for a position under paragraph (a), clause (6), item (i), if that same

87.19 position has already been filled under paragraph (a), clause (6), item (i), in the same calendar

87.20 year and the cumulative number of days worked in that same position by all employees

87.21 exceeds 67 calendar days in that year. For the purpose of this paragraph, "same position"

87.22 includes a substantially equivalent position if it is not the same position solely due to a

87.23 change in the classification or title of the position; ~~and~~

87.24 (3) an early childhood family education teacher employed by a school district; and

87.25 (4) an individual hired by the Board of Trustees of the Minnesota State Colleges and

87.26 Universities as the instructor of record to teach (i) one class for more than three credits in

87.27 a fiscal year, or (ii) two or more credit-bearing classes in a fiscal year.

87.28 Sec. 11. Minnesota Statutes 2022, section 179A.03, subdivision 18, is amended to read:

87.29 Subd. 18. **Teacher.** "Teacher" means any public employee other than a superintendent

87.30 or assistant superintendent, principal, assistant principal, or a supervisory or confidential

87.31 employee, employed by a school district:

88.1 (1) in a position for which the person must be licensed by the Professional Educator
88.2 Licensing and Standards Board or the commissioner of education; ~~or~~

88.3 (2) in a position as a physical therapist, occupational therapist, art therapist, music
88.4 therapist, or audiologist; or

88.5 (3) in a position creating and delivering instruction to children in a preschool, school
88.6 readiness, school readiness plus, or prekindergarten program or other school district or
88.7 charter school-based early education program, except that an employee in a bargaining unit
88.8 certified before January 1, 2023, may remain in a bargaining unit that does not include
88.9 teachers unless an exclusive representative files a petition for a unit clarification or to transfer
88.10 exclusive representative status.

88.11 **EFFECTIVE DATE.** This section is effective July 1, 2023.

88.12 Sec. 12. Minnesota Statutes 2022, section 179A.03, subdivision 19, is amended to read:

88.13 Subd. 19. **Terms and conditions of employment.** "Terms and conditions of employment"
88.14 means the hours of employment, the compensation therefor including fringe benefits except
88.15 retirement contributions or benefits other than employer payment of, or contributions to,
88.16 premiums for group insurance coverage of retired employees or severance pay, staffing
88.17 ratios, and the employer's personnel policies affecting the working conditions of the
88.18 employees. In the case of professional employees the term does not mean educational
88.19 policies of a school district. "Terms and conditions of employment" is subject to section
88.20 179A.07. In the case of school employees, "terms and conditions of employment" includes
88.21 adult-to-student ratios in classrooms, student testing, and student-to-personnel ratios.

88.22 Sec. 13. Minnesota Statutes 2022, section 179A.06, subdivision 6, is amended to read:

88.23 Subd. 6. ~~**Dues checkoff**~~ **Payroll deduction, authorization, and remittance.** (a) Public
88.24 employees have the right to request and be allowed dues checkoff payroll deduction for the
88.25 exclusive representative. ~~In the absence of an exclusive representative, public employees~~
88.26 ~~have the right to request and be allowed dues checkoff for the organization of their choice.~~
88.27 and the political fund associated with the exclusive representative and registered pursuant
88.28 to section 10A.12. A public employer must rely on a certification from any exclusive
88.29 representative requesting remittance of a deduction that the organization has and will maintain
88.30 an authorization, signed by the public employee from whose salary or wages the deduction
88.31 is to be made, which may include an electronic signature by the public employee as defined
88.32 in section 325L.02, paragraph (h). An exclusive representative making such certification
88.33 must not be required to provide the public employer a copy of the authorization unless a

89.1 dispute arises about the existence or terms of the authorization. The exclusive representative
89.2 must indemnify the public employer for any successful claims made by the employee for
89.3 unauthorized deductions in reliance on the certification.

89.4 (b) A dues deduction authorization remains in effect until the employer receives notice
89.5 from the exclusive representative that a public employee has changed or canceled their
89.6 authorization in writing in accordance with the terms of the original authorizing document,
89.7 and a public employer must rely on information from the exclusive representative receiving
89.8 remittance of the deduction regarding whether the deductions have been properly changed
89.9 or canceled. The exclusive representative must indemnify the public employer, including
89.10 any reasonable attorney fees and litigation costs, for any successful claims made by the
89.11 employee for unauthorized deductions made in reliance on such information.

89.12 (c) Deduction authorization under this section is independent from the public employee's
89.13 membership status in the organization to which payment is remitted and is effective regardless
89.14 of whether a collective bargaining agreement authorizes the deduction.

89.15 (d) Employers must commence deductions within 30 days of notice of authorization
89.16 from the exclusive representative and must remit the deductions to the exclusive
89.17 representative within 30 days of the deduction. The failure of an employer to comply with
89.18 the provisions of this paragraph shall be an unfair labor practice under section 179A.13, the
89.19 relief for which shall be reimbursement by the employer of deductions that should have
89.20 been made or remitted based on a valid authorization given by the employee or employees.

89.21 (e) In the absence of an exclusive representative, public employees have the right to
89.22 request and be allowed payroll deduction for the organization of their choice.

89.23 (f) Any dispute under this subdivision must be resolved through an unfair labor practice
89.24 proceeding under section 179A.13.

89.25 Sec. 14. Minnesota Statutes 2022, section 179A.07, subdivision 1, is amended to read:

89.26 Subdivision 1. **Inherent managerial policy.** A public employer is not required to meet
89.27 and negotiate on matters of inherent managerial policy. Matters of inherent managerial
89.28 policy include, but are not limited to, such areas of discretion or policy as the functions and
89.29 programs of the employer, its overall budget, utilization of technology, the organizational
89.30 structure, selection of personnel, and direction ~~and the number~~ of personnel. No public
89.31 employer shall sign an agreement which limits its right to select persons to serve as
89.32 supervisory employees or state managers under section 43A.18, subdivision 3, or requires
89.33 the use of seniority in their selection.

90.1 Sec. 15. Minnesota Statutes 2022, section 179A.07, subdivision 6, is amended to read:

90.2 Subd. 6. **Time off.** A public employer must afford reasonable time off to elected officers
 90.3 or appointed representatives of the exclusive representative to conduct the duties of the
 90.4 exclusive representative and must, upon request, provide for leaves of absence to elected
 90.5 or appointed officials of the exclusive representative, to elected or appointed officials of an
 90.6 affiliate of an exclusive representative, or to a full-time appointed official of an exclusive
 90.7 representative of teachers in another Minnesota school district.

90.8 Sec. 16. Minnesota Statutes 2022, section 179A.07, is amended by adding a subdivision
 90.9 to read:

90.10 Subd. 8. **Bargaining unit information.** (a) Within 20 calendar days from the date of
 90.11 hire of a bargaining unit employee, a public employer must provide the following contact
 90.12 information to an exclusive representative in an Excel file format or other format agreed to
 90.13 by the exclusive representative: name; job title; worksite location, including location within
 90.14 a facility when appropriate; home address; work telephone number; home and personal cell
 90.15 phone numbers on file with the public employer; date of hire; and work email address and
 90.16 personal email address on file with the public employer.

90.17 (b) Every 120 calendar days beginning on January 1, 2024, a public employer must
 90.18 provide to an exclusive representative in an Excel file or similar format agreed to by the
 90.19 exclusive representative the following information for all bargaining unit employees: name;
 90.20 job title; worksite location, including location within a facility when appropriate; home
 90.21 address; work telephone number; home and personal cell phone numbers on file with the
 90.22 public employer; date of hire; and work email address and personal email address on file
 90.23 with the public employer.

90.24 (c) A public employer must notify an exclusive representative within 20 calendar days
 90.25 of the separation of employment or transfer out of the bargaining unit of a bargaining unit
 90.26 employee.

90.27 Sec. 17. Minnesota Statutes 2022, section 179A.07, is amended by adding a subdivision
 90.28 to read:

90.29 Subd. 9. **Access.** (a) A public employer must allow an exclusive representative to meet
 90.30 in person with newly hired employees, without charge to the pay or leave time of the
 90.31 employees, for 30 minutes, within 30 calendar days from the date of hire, during new
 90.32 employee orientations or, if the employer does not conduct new employee orientations, at
 90.33 individual or group meetings. An exclusive representative shall receive no less than ten

91.1 days' notice in advance of an orientation, except that a shorter notice may be provided where
91.2 there is an urgent need critical to the operations of the public employer that was not
91.3 reasonably foreseeable. Notice of and attendance at new employee orientations and other
91.4 meetings under this paragraph must be limited to the public employer, the employees, the
91.5 exclusive representative, and any vendor contracted to provide a service for purposes of the
91.6 meeting. Meetings may be held virtually or for longer than 30 minutes only by mutual
91.7 agreement of the public employer and exclusive representative.

91.8 (b) A public employer must allow an exclusive representative to communicate with
91.9 bargaining unit members using their employer-issued email addresses regarding collective
91.10 bargaining, the administration of collective bargaining agreements, the investigation of
91.11 grievances, other workplace-related complaints and issues, and internal matters involving
91.12 the governance or business of the exclusive representative, consistent with the employer's
91.13 generally applicable technology use policies.

91.14 (c) A public employer must allow an exclusive representative to meet with bargaining
91.15 unit members in facilities owned or leased by the public employer regarding collective
91.16 bargaining, the administration of collective bargaining agreements, grievances and other
91.17 workplace-related complaints and issues, and internal matters involving the governance or
91.18 business of the exclusive representative, provided the use does not interfere with
91.19 governmental operations and the exclusive representative complies with worksite security
91.20 protocols established by the public employer. Meetings conducted in government buildings
91.21 pursuant to this paragraph must not be for the purpose of supporting or opposing any
91.22 candidate for partisan political office or for the purpose of distributing literature or
91.23 information regarding partisan elections. An exclusive representative conducting a meeting
91.24 in a government building or other government facility pursuant to this subdivision may be
91.25 charged for maintenance, security, and other costs related to the use of the government
91.26 building or facility that would not otherwise be incurred by the government entity.

91.27 Sec. 18. Minnesota Statutes 2022, section 179A.12, is amended by adding a subdivision
91.28 to read:

91.29 Subd. 2a. **Majority verification procedure.** (a) Notwithstanding any other provision
91.30 of this section, an employee organization may file a petition with the commissioner requesting
91.31 certification as the exclusive representative of an appropriate unit based on a verification
91.32 that over 50 percent of the employees in the proposed appropriate unit wish to be represented
91.33 by the petitioner. The commissioner shall require dated representation authorization

92.1 signatures of affected employees as verification of the employee organization's claim of
 92.2 majority status.

92.3 (b) Upon receipt of an employee organization's petition, accompanied by employee
 92.4 authorization signatures under this subdivision, the commissioner shall investigate the
 92.5 petition. If the commissioner determines that over 50 percent of the employees in an
 92.6 appropriate unit have provided authorization signatures designating the employee
 92.7 organization specified in the petition as their exclusive representative, the commissioner
 92.8 shall not order an election but shall certify the employee organization.

92.9 Sec. 19. Minnesota Statutes 2022, section 179A.12, subdivision 6, is amended to read:

92.10 Subd. 6. **Authorization signatures.** In determining the numerical status of an employee
 92.11 organization for purposes of this section, the commissioner shall require dated representation
 92.12 authorization signatures of affected employees as verification of the statements contained
 92.13 in the joint request or petitions. These authorization signatures shall be privileged and
 92.14 confidential information available to the commissioner only. Electronic signatures, as defined
 92.15 in section 325L.02, paragraph (h), shall be valid as authorization signatures. Authorization
 92.16 signatures shall be valid for a period of one year following the date of signature.

92.17 Sec. 20. Minnesota Statutes 2022, section 179A.12, subdivision 11, is amended to read:

92.18 Subd. 11. **Unfair labor practices.** If the commissioner finds that an unfair labor practice
 92.19 was committed by an employer or representative candidate or an employee or group of
 92.20 employees, and that the unfair labor practice affected the result of an election or majority
 92.21 verification procedure pursuant to subdivision 2a, or that procedural or other irregularities
 92.22 in the conduct of the election or majority verification procedure may have substantially
 92.23 affected its results, the commissioner may void the ~~election~~ result and order a new election
 92.24 or majority verification procedure.

92.25 Sec. 21. Minnesota Statutes 2022, section 181.03, subdivision 6, is amended to read:

92.26 Subd. 6. **Retaliation.** An employer ~~must~~ shall not discharge, discipline, penalize, interfere
 92.27 with, threaten, restrain, coerce, or otherwise retaliate or discriminate against an employee
 92.28 for asserting rights or remedies under this section, sections 177.21 to 177.44, 181.01 to
 92.29 181.723, or 181.79, including, but not limited to, filing a complaint with the department or
 92.30 telling the employer of the employee's intention to file a complaint. In addition to any other
 92.31 remedies provided by law, an employer who violates this subdivision is liable for a civil
 92.32 penalty of not less than \$700 nor more than \$3,000 per violation.

93.1 **EFFECTIVE DATE.** This section is effective July 1, 2023.

93.2 Sec. 22. Minnesota Statutes 2022, section 181.06, subdivision 2, is amended to read:

93.3 Subd. 2. **Payroll deductions.** A written contract may be entered into between an employer
93.4 and an employee wherein the employee authorizes the employer to make payroll deductions
93.5 for the purpose of paying union dues, premiums of any life insurance, hospitalization and
93.6 surgical insurance, group accident and health insurance, group term life insurance, group
93.7 annuities or contributions to credit unions or a community chest fund, a local arts council,
93.8 a local science council or a local arts and science council, or Minnesota benefit association,
93.9 a federally or state registered political action committee, membership dues of a relief
93.10 association governed by sections 424A.091 to 424A.096 or Laws 2013, chapter 111, article
93.11 5, sections 31 to 42, contributions to a nonprofit organization that is tax exempt under section
93.12 501(c) of the Internal Revenue Code, or participation in any employee stock purchase plan
93.13 or savings plan for periods longer than 60 days, including gopher state bonds established
93.14 under section 16A.645. A private sector employer must make payroll deductions to a nonlabor
93.15 organization under this subdivision when requested by five or more employees.

93.16 **EFFECTIVE DATE.** This section is effective July 1, 2023.

93.17 Sec. 23. Minnesota Statutes 2022, section 181.172, is amended to read:

93.18 **181.172 WAGE DISCLOSURE PROTECTION.**

93.19 (a) An employer shall not:

93.20 (1) require nondisclosure by an employee of his or her wages as a condition of
93.21 employment;

93.22 (2) require an employee to sign a waiver or other document which purports to deny an
93.23 employee the right to disclose the employee's wages; or

93.24 (3) take any adverse employment action against an employee for disclosing the employee's
93.25 own wages or discussing another employee's wages which have been disclosed voluntarily.

93.26 (b) Nothing in this section shall be construed to:

93.27 (1) create an obligation on any employer or employee to disclose wages;

93.28 (2) permit an employee, without the written consent of the employer, to disclose
93.29 proprietary information, trade secret information, or information that is otherwise subject
93.30 to a legal privilege or protected by law;

94.1 (3) diminish any existing rights under the National Labor Relations Act under United
94.2 States Code, title 29; or

94.3 (4) permit the employee to disclose wage information of other employees to a competitor
94.4 of their employer.

94.5 (c) An employer that provides an employee handbook to its employees must include in
94.6 the handbook notice of employee rights and remedies under this section.

94.7 (d) An employer ~~may~~ shall not discharge, discipline, penalize, interfere with, threaten,
94.8 restrain, coerce, or otherwise retaliate or discriminate against an employee for asserting
94.9 rights or remedies under this section.

94.10 (e) An employee may bring a civil action against an employer for a violation of paragraph
94.11 (a) or (d). If a court finds that an employer has violated paragraph (a) or (d), the court may
94.12 order reinstatement, back pay, restoration of lost service credit, if appropriate, and the
94.13 expungement of any related adverse records of an employee who was the subject of the
94.14 violation.

94.15 **EFFECTIVE DATE.** This section is effective July 1, 2023.

94.16 Sec. 24. Minnesota Statutes 2022, section 181.275, subdivision 1, is amended to read:

94.17 Subdivision 1. **Definitions.** For purposes of this section, the following terms have the
94.18 meanings given them:

94.19 (1) "emergency" means a period when replacement staff are not able to report for duty
94.20 for the next shift or increased patient need, because of unusual, unpredictable, or unforeseen
94.21 circumstances such as, but not limited to, an act of terrorism, a disease outbreak, adverse
94.22 weather conditions, or natural disasters which impact continuity of patient care;

94.23 (2) "normal work period" means 12 or fewer consecutive hours consistent with a
94.24 predetermined work shift;

94.25 (3) "nurse" has the meaning given in section 148.171, subdivision 9, and includes nurses
94.26 employed by the state of Minnesota; and

94.27 (4) "taking action against" means discharging; disciplining; penalizing; interfering with;
94.28 threatening; restraining; coercing; reporting to the Board of Nursing; or otherwise retaliating
94.29 or discriminating against; ~~or penalizing~~ regarding compensation, terms, conditions, location,
94.30 or privileges of employment.

94.31 **EFFECTIVE DATE.** This section is effective July 1, 2023.

95.1 **Sec. 25. [181.531] EMPLOYER-SPONSORED MEETINGS OR COMMUNICATION.**

95.2 Subdivision 1. **Prohibition.** An employer or the employer's agent, representative, or
95.3 designee must not discharge, discipline, or otherwise penalize or threaten to discharge,
95.4 discipline, or otherwise penalize or take any adverse employment action against an employee:

95.5 (1) because the employee declines to attend or participate in an employer-sponsored
95.6 meeting or declines to receive or listen to communications from the employer or the agent,
95.7 representative, or designee of the employer if the meeting or communication is to
95.8 communicate the opinion of the employer about religious or political matters;

95.9 (2) as a means of inducing an employee to attend or participate in meetings or receive
95.10 or listen to communications described in clause (1); or

95.11 (3) because the employee, or a person acting on behalf of the employee, makes a
95.12 good-faith report, orally or in writing, of a violation or a suspected violation of this section.

95.13 Subd. 2. **Remedies.** An aggrieved employee may bring a civil action to enforce this
95.14 section no later than 90 days after the date of the alleged violation in the district court where
95.15 the violation is alleged to have occurred or where the principal office of the employer is
95.16 located. The court may award a prevailing employee all appropriate relief, including
95.17 injunctive relief, reinstatement to the employee's former position or an equivalent position,
95.18 back pay and reestablishment of any employee benefits, including seniority, to which the
95.19 employee would otherwise have been eligible if the violation had not occurred and any
95.20 other appropriate relief as deemed necessary by the court to make the employee whole. The
95.21 court shall award a prevailing employee reasonable attorney fees and costs.

95.22 Subd. 3. **Notice.** Within 30 days of the effective date of this section, an employer subject
95.23 to this section shall post and keep posted, a notice of employee rights under this section
95.24 where employee notices are customarily placed.

95.25 Subd. 4. **Scope.** This section does not:

95.26 (1) prohibit communications of information that the employer is required by law to
95.27 communicate, but only to the extent of the lawful requirement;

95.28 (2) limit the rights of an employer or its agent, representative, or designee to conduct
95.29 meetings involving religious or political matters so long as attendance is wholly voluntary
95.30 or to engage in communications so long as receipt or listening is wholly voluntary; or

95.31 (3) limit the rights of an employer or its agent, representative, or designee from
95.32 communicating to its employees any information, or requiring employee attendance at

96.1 meetings and other events, that is necessary for the employees to perform their lawfully
 96.2 required job duties.

96.3 Subd. 5. **Definitions.** For the purposes of this section:

96.4 (1) "political matters" means matters relating to elections for political office, political
 96.5 parties, proposals to change legislation, proposals to change regulations, proposals to change
 96.6 public policy, and the decision to join or support any political party or political, civic,
 96.7 community, fraternal, or labor organization; and

96.8 (2) "religious matters" means matters relating to religious belief, affiliation, and practice
 96.9 and the decision to join or support any religious organization or association.

96.10 **EFFECTIVE DATE.** This section is effective August 1, 2023, and applies to causes
 96.11 of action accruing on or after that date.

96.12 Sec. 26. Minnesota Statutes 2022, section 181.932, subdivision 1, is amended to read:

96.13 Subdivision 1. **Prohibited action.** An employer shall not discharge, discipline, penalize,
 96.14 interfere with, threaten, restrain, coerce, or otherwise retaliate or discriminate against, ~~or~~
 96.15 ~~penalize~~ an employee regarding the employee's compensation, terms, conditions, location,
 96.16 or privileges of employment because:

96.17 (1) the employee, or a person acting on behalf of an employee, in good faith, reports a
 96.18 violation, suspected violation, or planned violation of any federal or state law or common
 96.19 law or rule adopted pursuant to law to an employer or to any governmental body or law
 96.20 enforcement official;

96.21 (2) the employee is requested by a public body or office to participate in an investigation,
 96.22 hearing, inquiry;

96.23 (3) the employee refuses an employer's order to perform an action that the employee
 96.24 has an objective basis in fact to believe violates any state or federal law or rule or regulation
 96.25 adopted pursuant to law, and the employee informs the employer that the order is being
 96.26 refused for that reason;

96.27 (4) the employee, in good faith, reports a situation in which the quality of health care
 96.28 services provided by a health care facility, organization, or health care provider violates a
 96.29 standard established by federal or state law or a professionally recognized national clinical
 96.30 or ethical standard and potentially places the public at risk of harm;

97.1 (5) a public employee communicates the findings of a scientific or technical study that
97.2 the employee, in good faith, believes to be truthful and accurate, including reports to a
97.3 governmental body or law enforcement official; or

97.4 (6) an employee in the classified service of state government communicates information
97.5 that the employee, in good faith, believes to be truthful and accurate, and that relates to state
97.6 services, including the financing of state services, to:

97.7 (i) a legislator or the legislative auditor; or

97.8 (ii) a constitutional officer.

97.9 The disclosures protected pursuant to this section do not authorize the disclosure of data
97.10 otherwise protected by law.

97.11 **EFFECTIVE DATE.** This section is effective July 1, 2023.

97.12 Sec. 27. Minnesota Statutes 2022, section 181.939, is amended to read:

97.13 **181.939 NURSING MOTHERS, LACTATING EMPLOYEES, AND PREGNANCY**
97.14 **ACCOMMODATIONS.**

97.15 Subdivision 1. **Nursing mothers and lactating employees.** (a) An employer must
97.16 provide reasonable break times each day to an employee who needs to express ~~breast~~ milk
97.17 ~~for her infant child during the twelve months following the birth of the child.~~ The break
97.18 times ~~must, if possible, may~~ may run concurrently with any break times already provided to the
97.19 employee. ~~An employer is not required to provide break times under this section if to do so~~
97.20 ~~would unduly disrupt the operations of the employer.~~ An employer shall not reduce an
97.21 employee's compensation for time used for the purpose of expressing milk.

97.22 (b) The employer must make reasonable efforts to provide a clean, private, and secure
97.23 room or other location, in close proximity to the work area, other than a bathroom or a toilet
97.24 stall, that is shielded from view and free from intrusion from coworkers and the public and
97.25 that includes access to an electrical outlet, where the employee can express milk in privacy.
97.26 The employer would be held harmless if reasonable effort has been made.

97.27 (c) For the purposes of this subdivision, "employer" means a person or entity that employs
97.28 one or more employees and includes the state and its political subdivisions.

97.29 (d) An employer shall not discharge, discipline, penalize, interfere with, threaten, restrain,
97.30 coerce, or otherwise retaliate or discriminate against an employee for asserting rights or
97.31 remedies under this subdivision.

98.1 Subd. 2. **Pregnancy accommodations.** (a) An employer must provide reasonable
98.2 accommodations to an employee for health conditions related to pregnancy or childbirth
98.3 upon request, with the advice of a licensed health care provider or certified doula, unless
98.4 the employer demonstrates that the accommodation would impose an undue hardship on
98.5 the operation of the employer's business. A pregnant employee shall not be required to
98.6 obtain the advice of a licensed health care provider or certified doula, nor may an employer
98.7 claim undue hardship for the following accommodations: (1) more frequent or longer
98.8 restroom, food, and water breaks; (2) seating; and (3) limits on lifting over 20 pounds. The
98.9 employee and employer shall engage in an interactive process with respect to an employee's
98.10 request for a reasonable accommodation. Reasonable accommodation may include but is
98.11 not limited to temporary transfer to a less strenuous or hazardous position, temporary leave
98.12 of absence, modification in work schedule or job assignments, seating, more frequent
98.13 restroom breaks or longer break periods, and limits to heavy lifting. Notwithstanding any
98.14 other provision of this subdivision, an employer shall not be required to create a new or
98.15 additional position in order to accommodate an employee pursuant to this subdivision and
98.16 shall not be required to discharge an employee, transfer another employee with greater
98.17 seniority, or promote an employee.

98.18 (b) Nothing in this subdivision shall be construed to affect any other provision of law
98.19 relating to sex discrimination or pregnancy or in any way diminish the coverage of pregnancy,
98.20 childbirth, or health conditions related to pregnancy or childbirth under any other provisions
98.21 of any other law.

98.22 (c) An employer shall not require an employee to take a leave or accept an
98.23 accommodation.

98.24 (d) An employer shall not discharge, discipline, penalize, interfere with, threaten, restrain,
98.25 coerce, or otherwise retaliate or discriminate against an employee for asserting rights or
98.26 remedies under this subdivision.

98.27 (e) For the purposes of this subdivision, "employer" means a person or entity that employs
98.28 ~~fifteen~~ one or more employees and includes the state and its political subdivisions.

98.29 Subd. 3. **Notice to employees.** An employer shall inform employees of their rights under
98.30 this section at the time of hire and when an employee makes an inquiry about or requests
98.31 parental leave. Information must be provided in English and the primary language of the
98.32 employee as identified by the employee. An employer that provides an employee handbook
98.33 to its employees must include in the handbook notice of employee rights and remedies under
98.34 this section. The commissioner shall make available to employers the text to be included

99.1 in the notice required by this section in English and the five most common languages spoken
 99.2 in Minnesota.

99.3 **EFFECTIVE DATE.** This section is effective July 1, 2023.

99.4 Sec. 28. Minnesota Statutes 2022, section 181.940, subdivision 2, is amended to read:

99.5 Subd. 2. **Employee.** "Employee" means a person who performs services for hire for an
 99.6 employer from whom a leave is requested under sections 181.940 to 181.944 ~~for:~~

99.7 ~~(1) at least 12 months preceding the request; and~~

99.8 ~~(2) for an average number of hours per week equal to one-half the full-time equivalent~~
 99.9 ~~position in the employee's job classification as defined by the employer's personnel policies~~
 99.10 ~~or practices or pursuant to the provisions of a collective bargaining agreement, during the~~
 99.11 ~~12-month period immediately preceding the leave.~~

99.12 Employee includes all individuals employed ~~at any site owned or operated~~ by the
 99.13 employer but does not include an independent contractor.

99.14 **EFFECTIVE DATE.** This section is effective July 1, 2023.

99.15 Sec. 29. Minnesota Statutes 2022, section 181.940, subdivision 3, is amended to read:

99.16 Subd. 3. **Employer.** "Employer" means a person or entity that employs ~~21~~ one or more
 99.17 employees ~~at at least one site, except that, for purposes of the school leave allowed under~~
 99.18 ~~section 181.9412, employer means a person or entity that employs one or more employees~~
 99.19 ~~in Minnesota. The term~~ and includes an individual, corporation, partnership, association,
 99.20 business, trust, nonprofit organization, group of persons, state, county, town, city, school
 99.21 district, or other governmental subdivision.

99.22 **EFFECTIVE DATE.** This section is effective July 1, 2023.

99.23 Sec. 30. Minnesota Statutes 2022, section 181.941, subdivision 3, is amended to read:

99.24 Subd. 3. **No employer retribution.** An employer shall not discharge, discipline, penalize,
 99.25 interfere with, threaten, restrain, coerce, or otherwise retaliate or discriminate against an
 99.26 employee for requesting or obtaining a leave of absence as provided by this section.

99.27 **EFFECTIVE DATE.** This section is effective July 1, 2023.

100.1 Sec. 31. Minnesota Statutes 2022, section 181.9413, is amended to read:

100.2 **181.9413 SICK LEAVE BENEFITS; CARE OF RELATIVES.**

100.3 (a) An employee may use personal sick leave benefits provided by the employer for
100.4 absences due to an illness of or injury to the employee's child, as defined in section 181.940,
100.5 subdivision 4, adult child, spouse, sibling, parent, mother-in-law, father-in-law, grandchild,
100.6 grandparent, or stepparent, for reasonable periods of time as the employee's attendance may
100.7 be necessary, on the same terms upon which the employee is able to use sick leave benefits
100.8 for the employee's own illness or injury. This section applies only to personal sick leave
100.9 benefits payable to the employee from the employer's general assets.

100.10 (b) An employee may use sick leave as allowed under this section for safety leave,
100.11 whether or not the employee's employer allows use of sick leave for that purpose for such
100.12 reasonable periods of time as may be necessary. Safety leave may be used for assistance to
100.13 the employee or assistance to the relatives described in paragraph (a). For the purpose of
100.14 this section, "safety leave" is leave for the purpose of providing or receiving assistance
100.15 because of sexual assault, domestic abuse, or harassment or stalking. For the purpose of
100.16 this paragraph:

100.17 (1) "domestic abuse" has the meaning given in section 518B.01;

100.18 (2) "sexual assault" means an act that constitutes a violation under sections 609.342 to
100.19 609.3453 or 609.352; and

100.20 (3) "harass" and "stalking" have the meanings given in section 609.749.

100.21 (c) An employer may limit the use of safety leave as described in paragraph (b) or
100.22 personal sick leave benefits provided by the employer for absences due to an illness of or
100.23 injury to the employee's adult child, spouse, sibling, parent, mother-in-law, father-in-law,
100.24 grandchild, grandparent, or stepparent to no less than 160 hours in any 12-month period.
100.25 This paragraph does not apply to absences due to the illness or injury of a child, as defined
100.26 in section 181.940, subdivision 4.

100.27 (d) For purposes of this section, "personal sick leave benefits" means time accrued and
100.28 available to an employee to be used as a result of absence from work due to personal illness
100.29 or injury, but does not include short-term or long-term disability or other salary continuation
100.30 benefits.

100.31 (e) For the purpose of this section, "child" includes a stepchild and a biological, adopted,
100.32 and foster child.

101.1 (f) For the purpose of this section, "grandchild" includes a step-grandchild, and a
 101.2 biological, adopted, and foster grandchild.

101.3 (g) This section does not prevent an employer from providing greater sick leave benefits
 101.4 than are provided for under this section.

101.5 (h) An employer shall not discharge, discipline, penalize, interfere with, threaten, restrain,
 101.6 coerce, or otherwise retaliate or discriminate against an employee for requesting or obtaining
 101.7 a leave of absence under this section.

101.8 **EFFECTIVE DATE.** This section is effective July 1, 2023.

101.9 Sec. 32. Minnesota Statutes 2022, section 181.942, is amended to read:

101.10 **181.942 REINSTATEMENT AFTER LEAVE.**

101.11 Subdivision 1. **Comparable position.** (a) An employee returning from a leave of absence
 101.12 under section 181.939 or 181.941 is entitled to return to employment in the employee's
 101.13 former position or in a position of comparable duties, number of hours, and pay. An employee
 101.14 returning from a leave of absence longer than one month must notify a supervisor at least
 101.15 two weeks prior to return from leave. An employee returning from a leave under section
 101.16 181.9412 or 181.9413 is entitled to return to employment in the employee's former position.

101.17 (b) If, during a leave under sections ~~181.940~~ 181.939 to 181.944, the employer
 101.18 experiences a layoff and the employee would have lost a position had the employee not
 101.19 been on leave, pursuant to the good faith operation of a bona fide layoff and recall system,
 101.20 including a system under a collective bargaining agreement, the employee is not entitled to
 101.21 reinstatement in the former or comparable position. In such circumstances, the employee
 101.22 retains all rights under the layoff and recall system, including a system under a collective
 101.23 bargaining agreement, as if the employee had not taken the leave.

101.24 Subd. 2. **Pay; benefits; on return.** An employee returning from a leave of absence
 101.25 under sections ~~181.940~~ 181.939 to 181.944 is entitled to return to employment at the same
 101.26 rate of pay the employee had been receiving when the leave commenced, plus any automatic
 101.27 adjustments in the employee's pay scale that occurred during leave period. The employee
 101.28 returning from a leave is entitled to retain all accrued preleave benefits of employment and
 101.29 seniority, as if there had been no interruption in service; provided that nothing in sections
 101.30 ~~181.940~~ 181.939 to 181.944 prevents the accrual of benefits or seniority during the leave
 101.31 pursuant to a collective bargaining or other agreement between the employer and employees.

102.1 Subd. 3. **Part-time return.** An employee, by agreement with the employer, may return
102.2 to work part time during the leave period without forfeiting the right to return to employment
102.3 at the end of the leave period, as provided in sections ~~181.940~~ 181.939 to 181.944.

102.4 **EFFECTIVE DATE.** This section is effective July 1, 2023.

102.5 Sec. 33. Minnesota Statutes 2022, section 181.9436, is amended to read:

102.6 **181.9436 POSTING OF LAW.**

102.7 The Division of Labor Standards and Apprenticeship shall develop, with the assistance
102.8 of interested business and community organizations, an educational poster stating employees'
102.9 rights under sections ~~181.940~~ 181.939 to 181.9436. The department shall make the poster
102.10 available, upon request, to employers for posting on the employer's premises.

102.11 **EFFECTIVE DATE.** This section is effective July 1, 2023.

102.12 Sec. 34. Minnesota Statutes 2022, section 181.945, subdivision 3, is amended to read:

102.13 Subd. 3. **No employer sanctions.** An employer shall not discharge, discipline, penalize,
102.14 interfere with, threaten, restrain, coerce, or otherwise retaliate or discriminate against an
102.15 employee for requesting or obtaining a leave of absence as provided by this section.

102.16 **EFFECTIVE DATE.** This section is effective July 1, 2023.

102.17 Sec. 35. Minnesota Statutes 2022, section 181.9456, subdivision 3, is amended to read:

102.18 Subd. 3. **No employer sanctions.** An employer shall not discharge, discipline, penalize,
102.19 interfere with, threaten, restrain, coerce, or otherwise retaliate or discriminate against an
102.20 employee for requesting or obtaining a leave of absence as provided by this section.

102.21 **EFFECTIVE DATE.** This section is effective July 1, 2023.

102.22 Sec. 36. Minnesota Statutes 2022, section 181.956, subdivision 5, is amended to read:

102.23 Subd. 5. **Retaliation prohibited.** An employer ~~may~~ shall not discharge, discipline,
102.24 penalize, interfere with, threaten, restrain, coerce, or otherwise retaliate or discriminate
102.25 against an employee for asserting rights and remedies provided in sections 181.950 to
102.26 181.954.

102.27 **EFFECTIVE DATE.** This section is effective July 1, 2023.

103.1 Sec. 37. Minnesota Statutes 2022, section 181.964, is amended to read:

103.2 **181.964 RETALIATION PROHIBITED.**

103.3 An employer ~~may~~ shall not discharge, discipline, penalize, interfere with, threaten,
103.4 restrain, coerce, or otherwise retaliate or discriminate against an employee for asserting
103.5 rights or remedies provided in sections 181.960 to 181.965.

103.6 **EFFECTIVE DATE.** This section is effective July 1, 2023.

103.7 Sec. 38. **[181.991] RESTRICTIVE FRANCHISE AGREEMENTS PROHIBITED.**

103.8 **Subdivision 1. Definitions.** (a) For purposes of this section, the following terms have
103.9 the meanings given them.

103.10 (b) "Employee" means an individual employed by an employer and includes independent
103.11 contractors.

103.12 (c) "Employer" has the meaning given in section 177.23, subdivision 6.

103.13 (d) "Franchise," "franchisee," and "franchisor" have the meanings given in section
103.14 80C.01, subdivisions 4 to 6.

103.15 **Subd. 2. Prohibition on restrictive franchise agreements.** (a) No franchisor may
103.16 restrict, restrain, or prohibit in any way a franchisee from soliciting or hiring an employee
103.17 of a franchisee of the same franchisor.

103.18 (b) No franchisor may restrict, restrain, or prohibit in any way a franchisee from soliciting
103.19 or hiring an employee of the franchisor.

103.20 (c) Any provision of an existing contract that violates paragraph (a) or (b) is void and
103.21 unenforceable. When a provision in an existing contract violates this section, the franchisee
103.22 must provide notice to their employees of this law.

103.23 **Subd. 3. Franchise agreement amendment.** Notwithstanding any law to the contrary,
103.24 no later than one year from the effective date of this section, franchisors shall:

103.25 (1) amend existing franchise agreements to remove any restrictive employment provision
103.26 that violates subdivision 2; or

103.27 (2) sign a memorandum of understanding with each franchisee that provides that any
103.28 contract provisions that violate subdivision 2 in any way are void and unenforceable, and
103.29 provides notice to the franchisee of their rights and obligations under this section.

103.30 **EFFECTIVE DATE.** This section is effective the day following final enactment.

104.1 Sec. 39. Minnesota Statutes 2022, section 182.659, subdivision 1, is amended to read:

104.2 Subdivision 1. **Authority to inspect.** In order to carry out the purposes of this chapter,
104.3 the commissioner, upon presenting appropriate credentials to the owner, operator, or agent
104.4 in charge, is authorized to enter without delay and at reasonable times any place of
104.5 employment; and to inspect and investigate during regular working hours and at other
104.6 reasonable times, and within reasonable limits and in a reasonable manner, any such place
104.7 of employment and all pertinent conditions, structures, machines, apparatus, devices,
104.8 equipment, and materials therein, and to question privately any such employer, owner,
104.9 operator, agent or employee. An employer or its representatives, including but not limited
104.10 to its management, attorneys, or consultants, may not be present for any employee interview.

104.11 Sec. 40. Minnesota Statutes 2022, section 182.659, subdivision 8, is amended to read:

104.12 Subd. 8. **Protection from subpoena; data.** Neither the commissioner nor any current
104.13 or former employee of the department, ~~including those employees of the Department of~~
104.14 ~~Health providing services to the Department of Labor and Industry, pursuant to section~~
104.15 ~~182.67, subdivision 1,~~ is subject to subpoena for purposes of inquiry into any occupational
104.16 safety and health inspection except in enforcement proceedings brought under this chapter.
104.17 Data that identify individuals who provide data to the department as part of an investigation
104.18 conducted under this chapter shall be private.

104.19 Sec. 41. Minnesota Statutes 2022, section 182.66, is amended by adding a subdivision to
104.20 read:

104.21 Subd. 4. **Classification of citation data.** Notwithstanding section 13.39, subdivision 2,
104.22 the data in a written citation is classified as public data 20 days after the employer has
104.23 received the citation. All data in the citation is public, including but not limited to the
104.24 employer's name, the employer's business address, and the address of the worksite; the date
104.25 or dates of inspection; the date the citation was issued; the provision of the act, standard,
104.26 rule, or order alleged to have been violated; the severity level of the citation; the description
104.27 of the nature of the violation; the proposed abatement date; the proposed penalty; and any
104.28 abatement guidelines. If a notice of contest is filed contesting any part of a citation pursuant
104.29 to section 182.661, subdivision 3, the date that the notice was filed shall also be classified
104.30 as public data 20 days after the employer has received the citation. When citation data is
104.31 requested, the department must also provide any final settlement agreement or order
104.32 amending or withdrawing the citation.

105.1 Sec. 42. Minnesota Statutes 2022, section 182.661, is amended by adding a subdivision
105.2 to read:

105.3 Subd. 3c. **Contestation of time for correction of a violation.** (a) Where an employer
105.4 contests the period of time fixed for correction of a violation that is not a serious, willful,
105.5 or repeat violation, the period of time shall not run until the order of the commissioner
105.6 becomes final.

105.7 (b) Where an employer or employee contests the period of time fixed for correction of
105.8 a violation that is a serious, willful, or repeat violation, the commissioner may refer the
105.9 matter to the office of administrative hearings for an expedited contested case hearing solely
105.10 on the reasonableness of the time fixed for correction. The administrative law judge may
105.11 order the employer to correct the violation pending final resolution of the cited violations
105.12 on the merits.

105.13 Sec. 43. Minnesota Statutes 2022, section 182.676, is amended to read:

105.14 **182.676 SAFETY COMMITTEES.**

105.15 (a) Every public or private employer of more than 25 employees shall establish and
105.16 administer a joint labor-management safety committee.

105.17 (b) Every public or private employer of 25 or fewer employees shall establish and
105.18 administer a safety committee if: it is subject to the requirements of section 182.653,
105.19 subdivision 8.

105.20 ~~(1) the employer has a lost workday cases incidence rate in the top ten percent of all~~
105.21 ~~rates for employers in the same industry; or~~

105.22 ~~(2) the workers' compensation premium classification assigned to the greatest portion~~
105.23 ~~of the payroll for the employer has a pure premium rate as reported by the Workers'~~
105.24 ~~Compensation Rating Association in the top 25 percent of premium rates for all classes.~~

105.25 (c) A safety committee must hold regularly scheduled meetings unless otherwise provided
105.26 in a collective bargaining agreement.

105.27 (d) Employee safety committee members must be selected by employees. An employer
105.28 that fails to establish or administer a safety committee as required by this section may be
105.29 cited by the commissioner. A citation is punishable as a serious violation under section
105.30 182.666.

105.31 The commissioner may adopt rules necessary to implement this section.

106.1 Sec. 44. Minnesota Statutes 2022, section 326B.093, subdivision 4, is amended to read:

106.2 Subd. 4. **Examination results.** If the applicant receives a passing score on the
106.3 examination and meets all other requirements for licensure, the commissioner must approve
106.4 the application and notify the applicant of the approval within 60 days of the date of the
106.5 passing score. The applicant must, within 180 days after the notification of approval, pay
106.6 the license fee. Upon receipt of the license fee, the commissioner must issue the license. If
106.7 the applicant does not pay the license fee within 180 days after the notification of approval,
106.8 the commissioner will rescind the approval and must deny the application. If the applicant
106.9 does not receive a passing score on the examination, the commissioner must deny the
106.10 application. If the application is denied because of the applicant's failure to receive a passing
106.11 score on the examination, then the applicant cannot submit a new application for the license
106.12 until at least 30 days after the ~~notification date of denial~~ the failed examination.

106.13 Sec. 45. Minnesota Statutes 2022, section 326B.106, is amended by adding a subdivision
106.14 to read:

106.15 Subd. 16. **Refrigerants designated as acceptable for use.** No provision of the code or
106.16 appendix chapter of the code may prohibit or otherwise limit the use of a refrigerant
106.17 designated as acceptable for use in accordance with United States Code, title 42, section
106.18 7671k, provided any equipment containing the refrigerant is listed and installed in full
106.19 compliance with all applicable requirements, safety standards, and use conditions imposed
106.20 pursuant to such a designation or as otherwise required by law.

106.21 Sec. 46. Minnesota Statutes 2022, section 326B.163, subdivision 5, is amended to read:

106.22 Subd. 5. **Elevator.** As used in this chapter, "elevator" means moving walks and vertical
106.23 transportation devices such as escalators, passenger elevators, freight elevators, dumbwaiters,
106.24 hand-powered elevators, endless belt lifts, and ~~wheelchair~~ platform lifts. Elevator does not
106.25 include external temporary material lifts or temporary construction personnel elevators at
106.26 sites of construction of new or remodeled buildings.

106.27 Sec. 47. Minnesota Statutes 2022, section 326B.163, is amended by adding a subdivision
106.28 to read:

106.29 Subd. 5a. **Platform lift.** As used in this chapter, "platform lift" means a powered hoisting
106.30 and lowering device designed to transport mobility-impaired persons on a guided platform.

107.1 Sec. 48. Minnesota Statutes 2022, section 326B.164, subdivision 13, is amended to read:

107.2 Subd. 13. **Exemption from licensing.** (a) Employees of a licensed elevator contractor
107.3 or licensed limited elevator contractor are not required to hold or obtain a license under this
107.4 section or be provided with direct supervision by a licensed master elevator constructor,
107.5 licensed limited master elevator constructor, licensed elevator constructor, or licensed limited
107.6 elevator constructor to install, maintain, or repair platform lifts and stairway chairlifts.
107.7 Unlicensed employees performing elevator work under this exemption must comply with
107.8 subdivision 5. This exemption does not include the installation, maintenance, repair, or
107.9 replacement of electrical wiring for elevator equipment.

107.10 (b) Contractors or individuals shall not be required to hold or obtain a license under this
107.11 section when performing work on:

107.12 (1) conveyors, excluding vertical reciprocating conveyors;

107.13 (2) platform lifts not covered under section 326B.163, subdivision 5a; or

107.14 (3) dock levelers.

107.15 Sec. 49. Minnesota Statutes 2022, section 326B.31, subdivision 30, is amended to read:

107.16 Subd. 30. **Technology system contractor.** "Technology system contractor" means a
107.17 licensed contractor whose responsible licensed individual is a licensed power limited
107.18 technician or licensed master electrician.

107.19 Sec. 50. Minnesota Statutes 2022, section 326B.32, subdivision 1, is amended to read:

107.20 Subdivision 1. **Composition.** (a) The Board of Electricity shall consist of 12 members.
107.21 Eleven members shall be appointed by the governor with the advice and consent of the
107.22 senate and shall be voting members. Appointments of members by the governor shall be
107.23 made in accordance with section 15.066. If the senate votes to refuse to consent to an
107.24 appointment of a member made by the governor, the governor shall appoint a new member
107.25 with the advice and consent of the senate. One member shall be the commissioner of labor
107.26 and industry or the commissioner's designee, who shall be a voting member. Of the 11
107.27 appointed members, the composition shall be as follows:

107.28 (1) one member shall be an electrical inspector;

107.29 (2) two members shall be representatives of the electrical suppliers in rural areas;

107.30 (3) two members shall be master electricians, who shall be contractors;

107.31 (4) two members shall be journeyworker electricians;

108.1 (5) one member shall be a registered consulting electrical engineer;

108.2 (6) ~~two members~~ one member shall be a power limited technicians technician, who shall
 108.3 be a technology system contractors primarily engaged in the business of installing technology
 108.4 circuits or systems contractor; and

108.5 (7) one member shall be a power limited technician; and

108.6 ~~(7)~~ (8) one member shall be a public member as defined by section 214.02.

108.7 The electrical inspector shall be appointed to a term to end December 31, 2011. One of
 108.8 the rural electrical suppliers shall be appointed for a term to end December 31, 2011. The
 108.9 other rural electrical supplier shall be appointed for a term to end December 31, 2010. The
 108.10 consulting electrical engineer shall be appointed for a term to end December 31, 2011. One
 108.11 of the master electrician contractors shall be appointed for a term to end December 31, 2011.
 108.12 The other master electrician contractor shall be appointed for a term to end December 31,
 108.13 2010. One of the journeyworker electricians shall be appointed for a term to end December
 108.14 31, 2011. The other journeyworker electrician shall be appointed for a term to end December
 108.15 31, 2010. One of the power limited technicians shall be appointed for a term to end December
 108.16 31, 2011. The other power limited technician shall be appointed for a term to end December
 108.17 31, 2010. The public member shall be appointed for a term to end December 31, 2010.

108.18 (b) The consulting electrical engineer must possess a current Minnesota professional
 108.19 engineering license and maintain the license for the duration of the term on the board. All
 108.20 other appointed members, except for the public member and the representatives of electrical
 108.21 suppliers in rural areas, must possess a current electrical license issued by the Department
 108.22 of Labor and Industry and maintain that license for the duration of their terms. All appointed
 108.23 members must be residents of Minnesota at the time of and throughout the member's
 108.24 appointment. The term of any appointed member that does not maintain membership
 108.25 qualification status shall end on the date of the status change and the governor shall appoint
 108.26 a new member. It is the responsibility of the member to notify the board of their status
 108.27 change.

108.28 (c) For appointed members, except the initial terms designated in paragraph (a), each
 108.29 term shall be three years with the terms ending on December 31. Members appointed by
 108.30 the governor shall be limited to three consecutive terms. The governor shall, all or in part,
 108.31 reappoint the current members or appoint replacement members with the advice and consent
 108.32 of the senate. Midterm vacancies shall be filled for the remaining portion of the term.
 108.33 Vacancies occurring with less than six months time remaining in the term shall be filled for
 108.34 the existing term and the following three-year term. Members may serve until their successors

109.1 are appointed but in no case later than July 1 in a year in which the term expires unless
109.2 reappointed.

109.3 Sec. 51. Minnesota Statutes 2022, section 326B.36, subdivision 7, is amended to read:

109.4 Subd. 7. **Exemptions from inspections.** Installations, materials, or equipment shall not
109.5 be subject to inspection under sections 326B.31 to 326B.399:

109.6 (1) when owned or leased, operated and maintained by any employer whose maintenance
109.7 electricians are exempt from licensing under sections 326B.31 to 326B.399, while performing
109.8 electrical maintenance work only as defined by rule;

109.9 (2) when owned or leased, and operated and maintained by any electrical,
109.10 communications, or railway utility, cable communications company as defined in section
109.11 238.02, or telephone company as defined under section 237.01, in the exercise of its utility,
109.12 antenna, or telephone function; and

109.13 (i) are used exclusively for the generations, transformation, distribution, transmission,
109.14 load control, or metering of electric current, or the operation of railway signals, or the
109.15 transmission of intelligence, and do not have as a principal function the consumption or use
109.16 of electric current by or for the benefit of any person other than such utility, cable
109.17 communications company, or telephone company; and

109.18 (ii) are generally accessible only to employees of such utility, cable communications
109.19 company, or telephone company or persons acting under its control or direction; and

109.20 (iii) are not on the load side of the service point or point of entrance for communication
109.21 systems;

109.22 (3) when used in the street lighting operations of an electrical utility;

109.23 (4) when used as outdoor area lights which are owned and operated by an electrical
109.24 utility and which are connected directly to its distribution system and located upon the
109.25 utility's distribution poles, and which are generally accessible only to employees of such
109.26 utility or persons acting under its control or direction;

109.27 (5) when the installation, material, and equipment are in facilities subject to the
109.28 jurisdiction of the federal Mine Safety and Health Act; or

109.29 (6) when the installation, material, and equipment is part of an elevator installation for
109.30 which the elevator contractor, licensed under section 326B.164, is required to obtain a permit
109.31 from the authority having jurisdiction as provided by section 326B.184, and the inspection
109.32 has been or will be performed by an elevator inspector certified and licensed by the

110.1 department. This exemption shall apply only to installations, material, and equipment
 110.2 permitted or required to be connected on the load side of the disconnecting means required
 110.3 for elevator equipment under National Electrical Code Article 620, and elevator
 110.4 communications and alarm systems within the machine room, car, hoistway, or elevator
 110.5 lobby.

110.6 **EFFECTIVE DATE.** This section is effective the day following final enactment.

110.7 Sec. 52. Minnesota Statutes 2022, section 326B.36, is amended by adding a subdivision
 110.8 to read:

110.9 Subd. 8. **Electric utility exemptions; additional requirements.** For exemptions to
 110.10 inspections exclusively for load control allowed for electrical utilities under subdivision 7,
 110.11 clause (2), item (i), the exempted work must be:

110.12 (1) performed by a licensed electrician employed by a class A electrical contractor
 110.13 licensed under section 326B.33;

110.14 (2) for replacement or repair of existing equipment for an electric utility other than a
 110.15 public utility as defined in section 216B.02, subdivision 4, only; and

110.16 (3) completed on or before December 31, 2028.

110.17 **EFFECTIVE DATE.** This section is effective the day following final enactment.

110.18 Sec. 53. Minnesota Statutes 2022, section 326B.805, subdivision 6, is amended to read:

110.19 Subd. 6. **Exemptions.** The license requirement does not apply to:

110.20 (1) an employee of a licensee performing work for the licensee;

110.21 (2) a material person, manufacturer, or retailer furnishing finished products, materials,
 110.22 or articles of merchandise who does not install or attach the items;

110.23 (3) an owner of residential real estate who builds or improves ~~any structure on~~ residential
 110.24 real estate, if the ~~building or improving is performed by the owner's bona fide employees~~
 110.25 ~~or by individual owners personally.~~ owner occupies or will occupy the residential real estate
 110.26 for residential purposes, or will retain ownership for rental purposes upon completion of
 110.27 the building or improvement. This exemption does not apply to an owner who constructs
 110.28 or improves ~~property~~ residential real estate for purposes of resale or speculation if the
 110.29 ~~building or improving is performed by the owner's bona fide employees or by individual~~
 110.30 ~~owners personally.~~ A. An owner of residential building contractor or residential remodeler
 110.31 real estate will be presumed to be building or improving for purposes of speculation if the

111.1 ~~contractor or remodeler~~ owner constructs or improves more than one property within any
111.2 24-month period, unless the properties will be retained by the owner for rental purposes;

111.3 (4) an architect or professional engineer engaging in professional practice as defined by
111.4 section 326.02, subdivisions 2 and 3;

111.5 (5) a person whose total gross annual receipts for performing specialty skills for which
111.6 licensure would be required under this section do not exceed \$15,000;

111.7 (6) a mechanical contractor;

111.8 (7) a plumber, electrician, or other person whose profession is otherwise subject to
111.9 statewide licensing, when engaged in the activity which is the subject of that licensure;

111.10 (8) specialty contractors who provide only one special skill as defined in section
111.11 326B.802;

111.12 (9) a school district, or a technical college governed under chapter 136F; and

111.13 (10) Habitat for Humanity and Builders Outreach Foundation, and their individual
111.14 volunteers when engaged in activities on their behalf.

111.15 To qualify for the exemption in clause (5), a person must obtain a certificate of exemption
111.16 from licensure from the commissioner. A certificate of exemption will be issued upon the
111.17 applicant's filing with the commissioner, an affidavit stating that the applicant does not
111.18 expect to exceed \$15,000 in gross annual receipts derived from performing services which
111.19 require licensure under this section during the calendar year in which the affidavit is received.
111.20 For the purposes of calculating fees under section 326B.092, a certificate of exemption is
111.21 an entry level license. To renew the exemption in clause (5), the applicant must file an
111.22 affidavit stating that the applicant did not exceed \$15,000 in gross annual receipts during
111.23 the past calendar year. If a person, operating under the exemption in clause (5), exceeds
111.24 \$15,000 in gross receipts during any calendar year, the person must immediately surrender
111.25 the certificate of exemption and apply for the appropriate license. The person must remain
111.26 licensed until such time as the person's gross annual receipts during a calendar year fall
111.27 below \$15,000. The person may then apply for an exemption for the next calendar year.

111.28 Sec. 54. Minnesota Statutes 2022, section 326B.921, subdivision 8, is amended to read:

111.29 Subd. 8. **Reciprocity with other states.** ~~The commissioner may issue a temporary license~~
111.30 ~~without examination, upon payment of the required fee, to nonresident applicants who are~~
111.31 ~~licensed under the laws of a state having standards for licensing which the commissioner~~
111.32 ~~determines are substantially equivalent to the standards of this state if the other state grants~~

112.1 ~~similar privileges to Minnesota residents duly licensed in this state. Applicants who receive~~
112.2 ~~a temporary license under this section may acquire an aggregate of 24 months of experience~~
112.3 ~~before they have to apply and pass the licensing examination. Applicants must register with~~
112.4 ~~the commissioner of labor and industry and the commissioner shall set a fee for a temporary~~
112.5 ~~license. Applicants have five years in which to comply with this section.~~

112.6 (a) The commissioner may enter into reciprocity agreements for personal licenses with
112.7 another state if approved by the board. Once approved by the board, the commissioner may
112.8 issue a personal license without requiring the applicant to pass an examination provided the
112.9 applicant:

112.10 (1) submits an application under this section;

112.11 (2) pays the application and examination fee and license fee required under section
112.12 326B.092; and

112.13 (3) holds a valid comparable license in the state participating in the agreement.

112.14 (b) Reciprocity agreements are subject to the following:

112.15 (1) the parties to the agreement must administer a statewide licensing program that
112.16 includes examination and qualifying experience or training comparable to Minnesota's
112.17 licensing program;

112.18 (2) the experience and training requirements under which an individual applicant qualified
112.19 for examination in the qualifying state must be deemed equal to or greater than required for
112.20 an applicant making application in Minnesota at the time the applicant acquired the license
112.21 in the qualifying state;

112.22 (3) the applicant must have acquired the license in the qualifying state through an
112.23 examination deemed equivalent to the same class of license examination in Minnesota;

112.24 (4) at the time of application, the applicant must hold a valid license in the qualifying
112.25 state and have held the license continuously for at least one year before making application
112.26 in Minnesota;

112.27 (5) an applicant is not eligible for a license under this subdivision if the applicant has
112.28 failed the same or greater class of license examination in Minnesota, or if the applicant's
112.29 license of the same or greater class has been revoked or suspended; and

112.30 (6) an applicant who has failed to renew a personal license for two years or more after
112.31 its expiration is not eligible for a license under this subdivision.

113.1 Sec. 55. Minnesota Statutes 2022, section 326B.925, subdivision 1, is amended to read:

113.2 Subdivision 1. **Composition.** (a) The Board of High Pressure Piping Systems shall
113.3 consist of 13 members. Twelve members shall be appointed by the governor with the advice
113.4 and consent of the senate and shall be voting members. Appointments of members by the
113.5 governor shall be made in accordance with section 15.066. If the senate votes to refuse to
113.6 consent to an appointment of a member made by the governor, the governor shall appoint
113.7 a new member with the advice and consent of the senate. One member shall be the
113.8 commissioner of labor and industry or the commissioner of labor and industry's designee,
113.9 who shall be a voting member. Of the 12 appointed members, the composition shall be as
113.10 follows:

113.11 (1) one member shall be a high pressure piping inspector;

113.12 (2) one member shall be a licensed mechanical engineer;

113.13 (3) one member shall be a representative of the high pressure piping industry;

113.14 (4) four members shall be master high pressure pipefitters engaged in the business of
113.15 high pressure piping, two from the metropolitan area and two from greater Minnesota;

113.16 (5) two members shall be journeyworker high pressure pipefitters ~~engaged in the business~~
113.17 ~~of high pressure piping systems installation~~, one from the metropolitan area and one from
113.18 greater Minnesota;

113.19 (6) one member shall be a representative of industrial companies that use high pressure
113.20 piping systems in their industrial process;

113.21 (7) one member shall be a representative from utility companies in Minnesota; and

113.22 (8) one member shall be a public member as defined by section 214.02.

113.23 The high pressure piping inspector shall be appointed for a term to end December 31,
113.24 2011. The professional mechanical engineer shall be appointed for a term to end December
113.25 31, 2010. The representative of the high pressure piping industry shall be appointed for a
113.26 term to end December 31, 2011. Two of the master high pressure pipefitters shall be
113.27 appointed for a term to end December 31, 2011. The other two master high pressure
113.28 pipefitters shall be appointed for a term to end December 31, 2010. One of the journeyworker
113.29 high pressure pipefitters shall be appointed for a term to end December 31, 2011. The other
113.30 journeyworker high pressure pipefitter shall be appointed for a term to end December 31,
113.31 2010. The one representative of industrial companies that use high pressure piping systems
113.32 in their industrial process shall be appointed for a term to end December 31, 2010. The one
113.33 representative of a utility company in Minnesota shall be appointed for a term to end

114.1 December 31, 2010. The public member shall be appointed for a term to end December 31,
114.2 2010.

114.3 (b) The licensed professional mechanical engineer must possess a current Minnesota
114.4 professional engineering license and maintain the license for the duration of their term. All
114.5 other appointed members, except for the representative of the piping industry, the
114.6 representative of industrial companies that use high pressure piping systems, the public
114.7 member, and the representative of public utility companies in Minnesota, must possess a
114.8 current high pressure piping license issued by the Department of Labor and Industry and
114.9 maintain that license for the duration of their term. All appointed members must be residents
114.10 of Minnesota at the time of and throughout the member's appointment. The term of any
114.11 appointed member that does not maintain membership qualification status shall end on the
114.12 date of status change and the governor shall appoint a new member. It is the responsibility
114.13 of the member to notify the board of the member's status change.

114.14 (c) For appointed members, except the initial terms designated in paragraph (a), each
114.15 term shall be three years with the terms ending on December 31. Members appointed by
114.16 the governor shall be limited to three consecutive terms. The governor shall, all or in part,
114.17 reappoint the current members or appoint replacement members with the advice and consent
114.18 of the senate. Midterm vacancies shall be filled for the remaining portion of the term.
114.19 Vacancies occurring with less than six months time remaining in the term shall be filled for
114.20 the existing term and the following three-year term. Members may serve until their successors
114.21 are appointed but in no case later than July 1 in a year in which the term expires unless
114.22 reappointed.

114.23 Sec. 56. Minnesota Statutes 2022, section 326B.988, is amended to read:

114.24 **326B.988 EXCEPTIONS.**

114.25 (a) The provisions of sections 326B.95 to 326B.998 shall not apply to:

114.26 (1) boilers and pressure vessels in buildings occupied solely for residence purposes with
114.27 accommodations for not more than five families;

114.28 (2) railroad locomotives operated by railroad companies for transportation purposes;

114.29 (3) air tanks installed on the right-of-way of railroads and used directly in the operation
114.30 of trains;

114.31 (4) boilers and pressure vessels under the direct jurisdiction of the United States;

- 115.1 (5) unfired pressure vessels having an internal or external working pressure not exceeding
115.2 15 psig with no limit on size;
- 115.3 (6) pressure vessels used for storage of compressed air not exceeding five cubic feet in
115.4 volume and equipped with an ASME code stamped safety valve set at a maximum of 100
115.5 psig;
- 115.6 (7) pressure vessels having an inside diameter not exceeding six inches;
- 115.7 (8) every vessel that contains water under pressure, including those containing air that
115.8 serves only as a cushion, whose design pressure does not exceed 300 psig and whose design
115.9 temperature does not exceed 210 degrees Fahrenheit;
- 115.10 (9) boiler or pressure vessels located on farms used solely for agricultural or horticultural
115.11 purposes; for purposes of this section, boilers used for mint oil extraction are considered
115.12 used for agricultural or horticultural purposes, provided that the owner or lessee complies
115.13 with the inspection requirements contained in section 326B.958;
- 115.14 (10) tanks or cylinders used for storage or transfer of liquefied petroleum gases;
- 115.15 (11) unfired pressure vessels in petroleum refineries;
- 115.16 (12) an air tank or pressure vessel which is an integral part of a passenger motor bus,
115.17 truck, or trailer;
- 115.18 (13) hot water heating and other hot liquid boilers not exceeding a heat input of 750,000
115.19 BTU per hour;
- 115.20 (14) hot water supply boilers ~~(water heaters)~~ not exceeding a heat input of ~~500,000~~
115.21 200,000 BTU per hour, ~~a water temperature of 210 degrees Fahrenheit, or potable water~~
115.22 heaters not exceeding a heat input of 200,000 BTU per hour or a nominal water capacity
115.23 of 120 gallons, or a pressure of 160 psig;
- 115.24 (15) a laundry and dry cleaning press not exceeding five cubic feet of steam volume;
- 115.25 (16) pressure vessels operated full of water or other liquid not materially more hazardous
115.26 than water, if the vessel's contents' temperature does not exceed 210 degrees Fahrenheit or
115.27 a pressure of 200 psig;
- 115.28 (17) steam-powered turbines at papermaking facilities which are powered by steam
115.29 generated by steam facilities at a remote location;
- 115.30 (18) manually fired boilers for model locomotive, boat, tractor, stationary engine, or
115.31 antique motor vehicles constructed or maintained only as a hobby for exhibition, educational
115.32 or historical purposes and not for commercial use, if the boilers have an inside diameter of

116.1 12 inches or less, or a grate area of two square feet or less, and are equipped with an ASME
116.2 stamped safety valve of adequate size, a water level indicator, and a pressure gauge;

116.3 (19) any pressure vessel used as an integral part of an electrical circuit breaker;

116.4 (20) pressure vessels used for the storage of refrigerant if they are built to ASME code
116.5 specifications, registered with the national board, and equipped with an ASME code-stamped
116.6 pressure-relieving device set no higher than the maximum allowable working pressure of
116.7 the vessel. This does not include pressure vessels used in ammonia refrigeration systems;

116.8 (21) pressure vessels used for the storage of oxygen, nitrogen, helium, carbon dioxide,
116.9 argon, nitrous oxide, or other medical gas, provided the vessel is constructed to ASME or
116.10 Minnesota Department of Transportation specifications and equipped with an ASME
116.11 code-stamped pressure-relieving device. The owner of the vessels shall perform annual
116.12 visual inspections and planned maintenance on these vessels to ensure vessel integrity;

116.13 (22) pressure vessels used for the storage of compressed air for self-contained breathing
116.14 apparatuses;

116.15 (23) hot water heating or other hot liquid boilers vented directly to the atmosphere; and

116.16 (24) pressure vessels used for the storage of compressed air not exceeding 1.5 cubic feet
116.17 (11.22 gallons) in volume with a maximum allowable working pressure of 600 psi or less.

116.18 (b) An engineer's license is not required for hot water supply boilers.

116.19 (c) An engineer's license and annual inspection by the department is not required for
116.20 boilers, steam cookers, steam kettles, steam sterilizers or other steam generators not exceeding
116.21 100,000 BTU per hour input, 25 kilowatt, and a pressure of 15 psig.

116.22 (d) Electric boilers not exceeding a maximum working pressure of 50 psig, maximum
116.23 of 30 kilowatt input or three horsepower rating shall be inspected as pressure vessels and
116.24 shall not require an engineer license to operate.

116.25 Sec. 57. **[327.30] SACRED COMMUNITIES AND MICRO-UNIT DWELLINGS.**

116.26 **Subdivision 1. Definitions.** (a) For the purposes of this section, the following terms have
116.27 the meanings given.

116.28 **(b) Chronically homeless"** means an individual who:

116.29 **(1) is homeless and lives or resides in a place not meant for human habitation, a safe**
116.30 **haven, or in an emergency shelter;**

117.1 (2) has been homeless and living or residing in a place not meant for human habitation,
117.2 a safe haven, or in an emergency shelter continuously for at least one year or on at least
117.3 four separate occasions in the last three years; and

117.4 (3) has an adult head of household, or a minor head-of-household if no adult is present
117.5 in the household, with a diagnosable substance use disorder, serious mental illness,
117.6 developmental disability, post-traumatic stress disorder, cognitive impairments resulting
117.7 from a brain injury, or chronic physical illness or disability, including the co-occurrence of
117.8 two or more of those conditions.

117.9 (c) "Designated volunteers" means persons who have not experienced homelessness and
117.10 have been approved by the religious institution to live in a sacred community as their sole
117.11 form of housing.

117.12 (d) "Extremely low income" means an income that is equal to or less than 30 percent of
117.13 the area median income, adjusted for family size, as estimated by the Department of Housing
117.14 and Urban Development.

117.15 (e) "Micro unit" means a mobile residential dwelling providing permanent housing
117.16 within a sacred community that meets the requirements of subdivision 4.

117.17 (f) "Religious institution" means a church, synagogue, mosque, or other religious
117.18 organization organized under chapter 315.

117.19 (g) "Sacred community" means a residential settlement established on or contiguous to
117.20 the grounds of a religious institution's primary worship location primarily for the purpose
117.21 of providing permanent housing for chronically homeless persons, extremely low-income
117.22 persons, and designated volunteers that meets the requirements of subdivision 3.

117.23 Subd. 2. **Dwelling in micro units in sacred communities authorized.** Religious
117.24 institutions are authorized to provide permanent housing to people who are chronically
117.25 homeless, extremely low-income, or designated volunteers, in sacred communities composed
117.26 of micro units subject to the provisions of this section. Each religious institution that has
117.27 sited a sacred community must annually certify to the local unit of government that it has
117.28 complied with the eligibility requirements for residents of a sacred community in this section.

117.29 Subd. 3. **Sacred community requirements.** (a) A sacred community must provide
117.30 residents of micro units access to water and electric utilities either by connecting the micro
117.31 units to the utilities that are serving the principal building on the lot or by other comparable
117.32 means, or by providing the residents access to permanent common kitchen facilities and
117.33 common facilities for toilet, bathing, and laundry with the number and type of fixtures

118.1 required for an R-2 boarding house under Minnesota Rules, part 1305.2902. Any units that
118.2 are plumbed shall not be included in determining the minimum number of fixtures required
118.3 for the common facilities.

118.4 (b) A sacred community under this section must:

118.5 (1) be appropriately insured;

118.6 (2) have between one-third and 40 percent of the micro units occupied by designated
118.7 volunteers; and

118.8 (3) provide the municipality with a written plan approved by the religious institution's
118.9 governing board that outlines:

118.10 (i) disposal of water and sewage from micro units if not plumbed;

118.11 (ii) septic tank drainage if plumbed units are not hooked up to the primary worship
118.12 location's system;

118.13 (iii) adequate parking, lighting, and access to units by emergency vehicles;

118.14 (iv) protocols for security and addressing conduct within the settlement; and

118.15 (v) safety protocols for severe weather.

118.16 (c) Unless the municipality has designated sacred communities meeting the requirements
118.17 of this section as permitted uses, a sacred community meeting the requirements of this
118.18 section shall be approved and regulated as a conditional use without the application of
118.19 additional standards not included in this section. When approved, additional permitting is
118.20 not required for individual micro units.

118.21 (d) Sacred communities are subject to the laws governing landlords and tenants under
118.22 chapter 504B.

118.23 Subd. 4. **Micro unit requirements.** (a) In order to be eligible to be placed within a
118.24 sacred community, a micro unit must be built to the requirements of the American National
118.25 Standards Institute (ANSI) Code 119.5, which includes standards for heating, electrical
118.26 systems, and fire and life safety. A micro unit must also meet the following technical
118.27 requirements:

118.28 (1) be no more than 400 gross square feet;

118.29 (2) be built on a permanent chassis and anchored to pin foundations with engineered
118.30 fasteners;

119.1 (3) have exterior materials that are compatible in composition, appearance, and durability
119.2 to the exterior materials used in standard residential construction;

119.3 (4) have a minimum insulation rating of R-20 in walls, R-30 in floors, and R-38 in
119.4 ceilings, as well as residential grade insulated doors and windows;

119.5 (5) have a dry, compostable, or plumbed toilet or other system meeting the requirements
119.6 of the Minnesota Pollution Control Agency, Chapters 7035, 7040, 7049, and 7080, or other
119.7 applicable rules;

119.8 (6) have either an electrical system that meets NFPA 70 NEC, section 551 or 552 as
119.9 applicable or a low voltage electrical system that meets ANSI/RVIA Low Voltage Standard,
119.10 current edition;

119.11 (7) have minimum wall framing with two inch by four inch wood or metal studs with
119.12 framing of 16 inches to 24 inches on center, or the equivalent in structural insulated panels,
119.13 with a floor load of 40 pounds per square foot and a roof live load of 42 pounds per square
119.14 foot; and

119.15 (8) have smoke and carbon monoxide detectors installed.

119.16 (b) All micro units, including their anchoring, must be inspected and certified for
119.17 compliance with these requirements by a licensed Minnesota professional engineer or
119.18 qualified third-party inspector for ANSI compliance accredited pursuant to either the
119.19 American Society for Testing and Materials Appendix E541 or ISO/IEC 17020.

119.20 (c) Micro units that connect to utilities such as water, sewer, gas, or electric, must obtain
119.21 any permits or inspections required by the municipality or utility company for that connection.

119.22 (d) Micro units must comply with municipal setback requirements established by
119.23 ordinance for manufactured homes. If a municipality does not have such an ordinance, micro
119.24 units must be set back on all sides by at least ten feet.

119.25 **EFFECTIVE DATE.** This section is effective January 1, 2024.

119.26 Sec. 58. Minnesota Statutes 2022, section 572B.17, is amended to read:

119.27 **572B.17 WITNESSES; SUBPOENAS; DEPOSITIONS; DISCOVERY.**

119.28 (a) An arbitrator may issue a subpoena for the attendance of a witness and for the
119.29 production of records and other evidence at any hearing and may administer oaths. A
119.30 subpoena must be served in the manner for service of subpoenas in a civil action and, upon
119.31 motion to the court by a party to the arbitration proceeding or the arbitrator, enforced in the
119.32 manner for enforcement of subpoenas in a civil action.

120.1 (b) On request of a party to or a witness in an arbitration proceeding, an arbitrator may
120.2 permit a deposition of any witness to provide testimony at the arbitration hearing, including
120.3 a witness who cannot be subpoenaed for or is unable to attend a hearing, to be taken under
120.4 conditions determined by the arbitrator for use as evidence in order to make the proceeding
120.5 fair, expeditious, and cost-effective.

120.6 (c) An arbitrator may permit such discovery as the arbitrator decides is appropriate in
120.7 the circumstances, taking into account the needs of the parties to the arbitration proceeding
120.8 and other affected persons and the desirability of making the proceeding fair, expeditious,
120.9 and cost-effective.

120.10 (d) If an arbitrator permits discovery under subsection (c), the arbitrator may order a
120.11 party to the arbitration proceeding to comply with the arbitrator's discovery-related orders,
120.12 including the issuance of a subpoena for the attendance of a witness and for the production
120.13 of records and other evidence at a discovery proceeding, and may take action against a party
120.14 to the arbitration proceeding who does not comply to the extent permitted by law as if the
120.15 controversy were the subject of a civil action in this state.

120.16 (e) An arbitrator may issue a protective order to prevent the disclosure of privileged
120.17 information, confidential information, trade secrets, data classified as nonpublic or private
120.18 pursuant to chapter 13, and other information protected from disclosure as if the controversy
120.19 were the subject of a civil action in this state.

120.20 (f) All laws compelling a person under subpoena to testify and all fees for attending a
120.21 judicial proceeding, a deposition, or a discovery proceeding as a witness apply to an
120.22 arbitration proceeding as if the controversy were the subject of a civil action under the laws
120.23 and rules of civil procedure of this state.

120.24 (g) The court may enforce a subpoena or discovery-related order for the attendance of
120.25 a witness within this state and for the production of records and other evidence issued by
120.26 an arbitrator in connection with an arbitration proceeding in another state upon conditions
120.27 determined by the court in order to make the arbitration proceeding fair, expeditious, and
120.28 cost-effective. A subpoena or discovery-related order issued by an arbitrator must be served
120.29 in the manner provided by law for service of subpoenas in a civil action in this state and,
120.30 upon motion to the court by a party to the arbitration proceeding or the arbitrator, enforced
120.31 in the manner provided by law for enforcement of subpoenas in a civil action in this state.

120.32 Sec. 59. **REPEALER.**

120.33 Minnesota Statutes 2022, section 179A.12, subdivision 2, is repealed.

121.1

ARTICLE 12

121.2

EARNED SICK AND SAFE TIME

121.3 Section 1. Minnesota Statutes 2022, section 181.032, is amended to read:

121.4 **181.032 REQUIRED STATEMENT OF EARNINGS BY EMPLOYER; NOTICE**
 121.5 **TO EMPLOYEE.**

121.6 (a) At the end of each pay period, the employer shall provide each employee an earnings
 121.7 statement, either in writing or by electronic means, covering that pay period. An employer
 121.8 who chooses to provide an earnings statement by electronic means must provide employee
 121.9 access to an employer-owned computer during an employee's regular working hours to
 121.10 review and print earnings statements.

121.11 (b) The earnings statement may be in any form determined by the employer but must
 121.12 include:

121.13 (1) the name of the employee;

121.14 (2) the rate or rates of pay and basis thereof, including whether the employee is paid by
 121.15 hour, shift, day, week, salary, piece, commission, or other method;

121.16 (3) allowances, if any, claimed pursuant to permitted meals and lodging;

121.17 (4) the total number of hours worked by the employee unless exempt from chapter 177;

121.18 (5) the total number of earned sick and safe time hours accrued and available for use
 121.19 under section 181.9446;

121.20 (6) the total number of earned sick and safe time hours used during the pay period under
 121.21 section 181.9447;

121.22 (7) the total amount of gross pay earned by the employee during that period;

121.23 ~~(6)~~ (8) a list of deductions made from the employee's pay;

121.24 ~~(7)~~ (9) the net amount of pay after all deductions are made;

121.25 ~~(8)~~ (10) the date on which the pay period ends;

121.26 ~~(9)~~ (11) the legal name of the employer and the operating name of the employer if
 121.27 different from the legal name;

121.28 ~~(10)~~ (12) the physical address of the employer's main office or principal place of business,
 121.29 and a mailing address if different; and

121.30 ~~(11)~~ (13) the telephone number of the employer.

122.1 (c) An employer must provide earnings statements to an employee in writing, rather
122.2 than by electronic means, if the employer has received at least 24 hours notice from an
122.3 employee that the employee would like to receive earnings statements in written form. Once
122.4 an employer has received notice from an employee that the employee would like to receive
122.5 earnings statements in written form, the employer must comply with that request on an
122.6 ongoing basis.

122.7 (d) At the start of employment, an employer shall provide each employee a written notice
122.8 containing the following information:

122.9 (1) the rate or rates of pay and basis thereof, including whether the employee is paid by
122.10 the hour, shift, day, week, salary, piece, commission, or other method, and the specific
122.11 application of any additional rates;

122.12 (2) allowances, if any, claimed pursuant to permitted meals and lodging;

122.13 (3) paid vacation, sick time, or other paid time-off accruals and terms of use;

122.14 (4) the employee's employment status and whether the employee is exempt from minimum
122.15 wage, overtime, and other provisions of chapter 177, and on what basis;

122.16 (5) a list of deductions that may be made from the employee's pay;

122.17 (6) the number of days in the pay period, the regularly scheduled pay day, and the pay
122.18 day on which the employee will receive the first payment of wages earned;

122.19 (7) the legal name of the employer and the operating name of the employer if different
122.20 from the legal name;

122.21 (8) the physical address of the employer's main office or principal place of business, and
122.22 a mailing address if different; and

122.23 (9) the telephone number of the employer.

122.24 (e) The employer must keep a copy of the notice under paragraph (d) signed by each
122.25 employee acknowledging receipt of the notice. The notice must be provided to each employee
122.26 in English. The English version of the notice must include text provided by the commissioner
122.27 that informs employees that they may request, by indicating on the form, the notice be
122.28 provided in a particular language. If requested, the employer shall provide the notice in the
122.29 language requested by the employee. The commissioner shall make available to employers
122.30 the text to be included in the English version of the notice required by this section and assist
122.31 employers with translation of the notice in the languages requested by their employees.

123.1 (f) An employer must provide the employee any written changes to the information
123.2 contained in the notice under paragraph (d) prior to the date the changes take effect.

123.3 Sec. 2. Minnesota Statutes 2022, section 181.942, subdivision 1, is amended to read:

123.4 Subdivision 1. **Comparable position.** (a) An employee returning from a leave of absence
123.5 under section 181.941 is entitled to return to employment in the employee's former position
123.6 or in a position of comparable duties, number of hours, and pay. An employee returning
123.7 from a leave of absence longer than one month must notify a supervisor at least two weeks
123.8 prior to return from leave. An employee returning from a leave under section 181.9412 or
123.9 ~~181.9413~~ sections 181.9445 to 181.9448 is entitled to return to employment in the employee's
123.10 former position.

123.11 (b) If, during a leave under sections 181.940 to 181.944, the employer experiences a
123.12 layoff and the employee would have lost a position had the employee not been on leave,
123.13 pursuant to the good faith operation of a bona fide layoff and recall system, including a
123.14 system under a collective bargaining agreement, the employee is not entitled to reinstatement
123.15 in the former or comparable position. In such circumstances, the employee retains all rights
123.16 under the layoff and recall system, including a system under a collective bargaining
123.17 agreement, as if the employee had not taken the leave.

123.18 Sec. 3. Minnesota Statutes 2022, section 181.9436, is amended to read:

123.19 **181.9436 POSTING OF LAW.**

123.20 The Division of Labor Standards and Apprenticeship shall develop, with the assistance
123.21 of interested business and community organizations, an educational poster stating employees'
123.22 rights under sections 181.940 to ~~181.9436~~ 181.9448. The department shall make the poster
123.23 available, upon request, to employers for posting on the employer's premises.

123.24 Sec. 4. **181.9445 DEFINITIONS.**

123.25 Subdivision 1. **Definitions.** For the purposes of section 177.50 and sections 181.9445
123.26 to 181.9448, the terms defined in this section have the meanings given them.

123.27 Subd. 2. **Commissioner.** "Commissioner" means the commissioner of labor and industry
123.28 or authorized designee or representative.

123.29 Subd. 3. **Domestic abuse.** "Domestic abuse" has the meaning given in section 518B.01.

123.30 Subd. 4. **Earned sick and safe time.** "Earned sick and safe time" means leave, including
123.31 paid time off and other paid leave systems, that is paid at the same hourly rate as an employee

124.1 earns from employment that may be used for the same purposes and under the same
124.2 conditions as provided under section 181.9447, but in no case shall this hourly rate be less
124.3 than that provided under section 177.24 or an applicable local minimum wage.

124.4 Subd. 5. **Employee.** "Employee" means any person who is employed by an employer,
124.5 including temporary and part-time employees, who performs work for at least 80 hours in
124.6 a year for that employer in Minnesota. Employee does not include:

124.7 (1) an independent contractor; or

124.8 (2) an individual employed by an air carrier as a flight deck or cabin crew member who:

124.9 (i) is subject to United States Code, title 45, sections 181 to 188;

124.10 (ii) works less than a majority of their hours in Minnesota in a calendar year; and

124.11 (iii) is provided with paid leave equal to or exceeding the amounts in section 181.9446.

124.12 Subd. 6. **Employer.** "Employer" means a person who has one or more employees.

124.13 Employer includes an individual, a corporation, a partnership, an association, a business

124.14 trust, a nonprofit organization, a group of persons, the state of Minnesota, a county, town,

124.15 city, school district, or other governmental subdivision. In the case of an employee leasing

124.16 company or professional employer organization, the taxpaying employer, as described in

124.17 section 268.046, subdivision 1, remains the employer. In the case of an individual provider

124.18 within the meaning of section 256B.0711, subdivision 1, paragraph (d), the employer includes

124.19 any participant within the meaning of section 256B.0711, subdivision 1, paragraph (e), or

124.20 participant's representative within the meaning of section 256B.0711, subdivision 1,

124.21 paragraph (f). In the event that a temporary employee is supplied by a staffing agency,

124.22 absent a contractual agreement stating otherwise, that individual shall be an employee of

124.23 the staffing agency for all purposes of section 177.50 and sections 181.9445 to 181.9448.

124.24 Employer does not include the United States government.

124.25 Subd. 7. **Family member.** "Family member" means:

124.26 (1) an employee's:

124.27 (i) child, foster child, adult child, legal ward, child for whom the employee is legal

124.28 guardian, or child to whom the employee stands or stood in loco parentis;

124.29 (ii) spouse or registered domestic partner;

124.30 (iii) sibling, stepsibling, or foster sibling;

124.31 (iv) biological, adoptive, or foster parent, stepparent, or a person who stood in loco

124.32 parentis when the employee was a minor child;

- 125.1 (v) grandchild, foster grandchild, or stepgrandchild;
- 125.2 (vi) grandparent or stepgrandparent;
- 125.3 (vii) a child of a sibling of the employee;
- 125.4 (viii) a sibling of the parents of the employee; or
- 125.5 (ix) a child-in-law or sibling-in-law;
- 125.6 (2) any of the family members listed in clause (1) of a spouse or registered domestic
- 125.7 partner;
- 125.8 (3) any other individual related by blood or whose close association with the employee
- 125.9 is the equivalent of a family relationship; and
- 125.10 (4) up to one individual annually designated by the employee.
- 125.11 Subd. 8. **Health care professional.** "Health care professional" means any person licensed,
- 125.12 certified, or otherwise authorized under federal or state law to provide medical or emergency
- 125.13 services, including doctors, physician assistants, nurses, advanced practice registered nurses,
- 125.14 mental health professionals, and emergency room personnel.
- 125.15 Subd. 9. **Sexual assault.** "Sexual assault" means an act that constitutes a violation under
- 125.16 sections 609.342 to 609.3453 or 609.352.
- 125.17 Subd. 10. **Stalking.** "Stalking" has the meaning given in section 609.749.
- 125.18 Subd. 11. **Year.** "Year" means a regular and consecutive 12-month period, as determined
- 125.19 by an employer and clearly communicated to each employee of that employer.
- 125.20 **Sec. 5. [181.9446] ACCRUAL OF EARNED SICK AND SAFE TIME.**
- 125.21 (a) An employee accrues a minimum of one hour of earned sick and safe time for every
- 125.22 30 hours worked up to a maximum of 48 hours of earned sick and safe time in a year.
- 125.23 Employees may not accrue more than 48 hours of earned sick and safe time in a year unless
- 125.24 the employer agrees to a higher amount.
- 125.25 (b)(1) Except as provided in clause (2), employers must permit an employee to carry
- 125.26 over accrued but unused sick and safe time into the following year. The total amount of
- 125.27 accrued but unused earned sick and safe time for an employee must not exceed 80 hours at
- 125.28 any time, unless an employer agrees to a higher amount.
- 125.29 (2) In lieu of permitting the carryover of accrued but unused sick and safe time into the
- 125.30 following year as provided under clause (1), an employer may provide an employee with
- 125.31 earned sick and safe time for the year that meets or exceeds the requirements of this section

126.1 that is available for the employee's immediate use at the beginning of the subsequent year
126.2 as follows: (i) 48 hours, if an employer pays an employee for accrued but unused sick and
126.3 safe time at the end of a year at the same hourly rate as an employee earns from employment;
126.4 or (ii) 80 hours, if an employer does not pay an employee for accrued but unused sick and
126.5 safe time at the end of a year at the same or greater hourly rate as an employee earns from
126.6 employment. In no case shall this hourly rate be less than that provided under section 177.24,
126.7 or an applicable local minimum wage.

126.8 (c) Employees who are exempt from overtime requirements under United States Code,
126.9 title 29, section 213(a)(1), as amended through the effective date of this section, are deemed
126.10 to work 40 hours in each workweek for purposes of accruing earned sick and safe time,
126.11 except that an employee whose normal workweek is less than 40 hours will accrue earned
126.12 sick and safe time based on the normal workweek.

126.13 (d) Earned sick and safe time under this section begins to accrue at the commencement
126.14 of employment of the employee.

126.15 (e) Employees may use earned sick and safe time as it is accrued.

126.16 **Sec. 6. [181.9447] USE OF EARNED SICK AND SAFE TIME.**

126.17 Subdivision 1. **Eligible use.** An employee may use accrued earned sick and safe time
126.18 for:

126.19 (1) an employee's:

126.20 (i) mental or physical illness, injury, or other health condition;

126.21 (ii) need for medical diagnosis, care, or treatment of a mental or physical illness, injury,
126.22 or health condition; or

126.23 (iii) need for preventive medical or health care;

126.24 (2) care of a family member:

126.25 (i) with a mental or physical illness, injury, or other health condition;

126.26 (ii) who needs medical diagnosis, care, or treatment of a mental or physical illness,
126.27 injury, or other health condition; or

126.28 (iii) who needs preventive medical or health care;

126.29 (3) absence due to domestic abuse, sexual assault, or stalking of the employee or
126.30 employee's family member, provided the absence is to:

127.1 (i) seek medical attention related to physical or psychological injury or disability caused
127.2 by domestic abuse, sexual assault, or stalking;

127.3 (ii) obtain services from a victim services organization;

127.4 (iii) obtain psychological or other counseling;

127.5 (iv) seek relocation or take steps to secure an existing home due to domestic abuse,
127.6 sexual assault, or stalking; or

127.7 (v) seek legal advice or take legal action, including preparing for or participating in any
127.8 civil or criminal legal proceeding related to or resulting from domestic abuse, sexual assault,
127.9 or stalking;

127.10 (4) closure of the employee's place of business due to weather or other public emergency
127.11 or an employee's need to care for a family member whose school or place of care has been
127.12 closed due to weather or other public emergency;

127.13 (5) the employee's inability to work or telework because the employee is: (i) prohibited
127.14 from working by the employer due to health concerns related to the potential transmission
127.15 of a communicable illness related to a public emergency; or (ii) seeking or awaiting the
127.16 results of a diagnostic test for, or a medical diagnosis of, a communicable disease related
127.17 to a public emergency and such employee has been exposed to a communicable disease or
127.18 the employee's employer has requested a test or diagnosis; and

127.19 (6) when it has been determined by the health authorities having jurisdiction or by a
127.20 health care professional that the presence of the employee or family member of the employee
127.21 in the community would jeopardize the health of others because of the exposure of the
127.22 employee or family member of the employee to a communicable disease, whether or not
127.23 the employee or family member has actually contracted the communicable disease.

127.24 For the purposes of this subdivision, a public emergency shall include a declared
127.25 emergency as defined in section 12.03 or a declared local emergency under section 12.29.

127.26 Subd. 2. **Notice.** An employer may require notice of the need for use of earned sick and
127.27 safe time as provided in this paragraph. If the need for use is foreseeable, an employer may
127.28 require advance notice of the intention to use earned sick and safe time but must not require
127.29 more than seven days' advance notice. If the need is unforeseeable, an employer may require
127.30 an employee to give notice of the need for earned sick and safe time as soon as practicable.
127.31 An employer that requires notice of the need to use earned sick and safe time in accordance
127.32 with this subdivision shall have a written policy containing reasonable procedures for
127.33 employees to provide notice of the need to use earned sick and safe time, and shall provide

128.1 a written copy of such policy to employees. If a copy of the written policy has not been
128.2 provided to an employee, an employer shall not deny the use of earned sick and safe time
128.3 to the employee on that basis.

128.4 Subd. 3. **Documentation.** (a) When an employee uses earned sick and safe time for
128.5 more than three consecutive days, an employer may require reasonable documentation that
128.6 the earned sick and safe time is covered by subdivision 1.

128.7 (b) For earned sick and safe time under subdivision 1, clauses (1), (2), (5), and (6),
128.8 reasonable documentation may include a signed statement by a health care professional
128.9 indicating the need for use of earned sick and safe time. However, if the employee or
128.10 employee's family member did not receive services from a health care professional, or if
128.11 documentation cannot be obtained from a health care professional in a reasonable time or
128.12 without added expense, then reasonable documentation for the purposes of this paragraph
128.13 may include a written statement from the employee indicating that the employee is using
128.14 or used earned sick and safe time for a qualifying purpose covered by subdivision 1, clause
128.15 (1), (2), (5), or (6).

128.16 (c) For earned sick and safe time under subdivision 1, clause (3), an employer must
128.17 accept a court record or documentation signed by a volunteer or employee of a victims
128.18 services organization, an attorney, a police officer, or an antiviolence counselor as reasonable
128.19 documentation.

128.20 (d) For earned sick and safe time to care for a family member under subdivision 1, clause
128.21 (4), an employer must accept as reasonable documentation a written statement from the
128.22 employee indicating that the employee is using or used earned sick and safe time for a
128.23 qualifying purpose as reasonable documentation.

128.24 (e) An employer must not require disclosure of details relating to domestic abuse, sexual
128.25 assault, or stalking or the details of an employee's or an employee's family member's medical
128.26 condition as related to an employee's request to use earned sick and safe time under this
128.27 section.

128.28 (f) Written statements by an employee may be written in the employee's first language
128.29 and need not be notarized or in any particular format.

128.30 Subd. 4. **Replacement worker.** An employer may not require, as a condition of an
128.31 employee using earned sick and safe time, that the employee seek or find a replacement
128.32 worker to cover the hours the employee uses as earned sick and safe time.

129.1 Subd. 5. **Increment of time used.** Earned sick and safe time may be used in the smallest
129.2 increment of time tracked by the employer's payroll system, provided such increment is not
129.3 more than four hours.

129.4 Subd. 6. **Retaliation prohibited.** (a) An employer shall not discharge, discipline, penalize,
129.5 interfere with, threaten, restrain, coerce, or otherwise retaliate or discriminate against a
129.6 person because the person has exercised or attempted to exercise rights protected under this
129.7 act, including but not limited to because the person requested earned sick and safe time,
129.8 used earned sick and safe time, requested a statement of accrued sick and safe time, informed
129.9 any person of his or her potential rights under sections 181.9445 to 181.9448, made a
129.10 complaint or filed an action to enforce a right to earned sick and safe time under this section,
129.11 or is or was participating in any manner in an investigation, proceeding, or hearing under
129.12 this chapter.

129.13 (b) It shall be unlawful for an employer's absence control policy or attendance point
129.14 system to count earned sick and safe time taken under this act as an absence that may lead
129.15 to or result in retaliation or any other adverse action.

129.16 (c) It shall be unlawful for an employer or any other person to report or threaten to report
129.17 the actual or suspected citizenship or immigration status of a person or their family member
129.18 to a federal, state, or local agency for exercising or attempting to exercise any right protected
129.19 under this act.

129.20 (d) A person need not explicitly refer to this act or the rights enumerated herein to be
129.21 protected from retaliation.

129.22 Subd. 7. **Pay and benefits.** (a) During any use of earned sick and safe time, the employer
129.23 must maintain coverage under any group insurance policy, group subscriber contract, or
129.24 health care plan for the employee and any dependents, as if the employee was not using
129.25 earned sick and safe time, provided, however, that the employee must continue to pay any
129.26 employee share of the cost of such benefits.

129.27 (b) An employee returning from a leave under this section is entitled to return to
129.28 employment at the same rate of pay the employee had been receiving when the leave
129.29 commenced, plus any automatic adjustments in the employee's pay scale that occurred
129.30 during the leave period. The employee returning from a leave is entitled to retain all accrued
129.31 preleave benefits of employment and seniority as if there had been no interruption in service,
129.32 provided that nothing under this section prevents the accrual of benefits or seniority during
129.33 the leave pursuant to a collective bargaining or other agreement between the employer and
129.34 employees.

130.1 Subd. 8. Part-time return from leave. An employee, by agreement with the employer,
130.2 may return to work part time during the leave period without forfeiting the right to return
130.3 to employment at the end of the leave, as provided under this section.

130.4 Subd. 9. Notice and posting by employer. (a) Employers must give notice to all
130.5 employees that they are entitled to earned sick and safe time, including the amount of earned
130.6 sick and safe time, the accrual year for the employee, the terms of its use under this section,
130.7 and a copy of the written policy for providing notice as provided under subdivision 2; that
130.8 retaliation against employees who request or use earned sick and safe time is prohibited;
130.9 and that each employee has the right to file a complaint or bring a civil action if earned sick
130.10 and safe time is denied by the employer or the employee is retaliated against for requesting
130.11 or using earned sick and safe time.

130.12 (b) Employers must supply employees with a notice in English and the primary language
130.13 of the employee, as identified by the employee, that contains the information required in
130.14 paragraph (a) at commencement of employment or the effective date of this section,
130.15 whichever is later.

130.16 (c) The means used by the employer must be at least as effective as the following options
130.17 for providing notice:

130.18 (1) posting a copy of the notice at each location where employees perform work and
130.19 where the notice must be readily observed and easily reviewed by all employees performing
130.20 work;

130.21 (2) providing a paper or electronic copy of the notice to employees; or

130.22 (3) a conspicuous posting in a web-based or app-based platform through which an
130.23 employee performs work.

130.24 The notice must contain all information required under paragraph (a).

130.25 (d) An employer that provides an employee handbook to its employees must include in
130.26 the handbook notice of employee rights and remedies under this section.

130.27 (e) The Department of Labor and Industry shall prepare a uniform employee notice form
130.28 for employers to use that provides the notice information required under this section. The
130.29 commissioner shall prepare the uniform employee notice in the five most common languages
130.30 spoken in Minnesota. Upon the written request of an employer who is subject to this section,
130.31 the commissioner shall provide a copy of the uniform employee notice in any primary
130.32 language spoken by an employee in the employer's place of business. If the commissioner
130.33 does not provide the copy of the uniform employee notice in response to a request under

131.1 this paragraph, the employer who makes the request is not subject to a penalty for failing
131.2 to provide the required notice under this subdivision for violations that arise after the date
131.3 of the request.

131.4 Subd. 10. **Employer records.** (a) Employers shall retain accurate records documenting
131.5 hours worked by employees and earned sick and safe time taken and comply with all
131.6 requirements under section 177.30.

131.7 (b) An employer must allow an employee to inspect records required by this section and
131.8 relating to that employee at a reasonable time and place.

131.9 Subd. 11. **Confidentiality and nondisclosure.** (a) If, in conjunction with this section,
131.10 an employer possesses:

131.11 (1) health or medical information regarding an employee or an employee's family
131.12 member;

131.13 (2) information pertaining to domestic abuse, sexual assault, or stalking;

131.14 (3) information that the employee has requested or obtained leave under this section; or

131.15 (4) any written or oral statement, documentation, record, or corroborating evidence
131.16 provided by the employee or an employee's family member, the employer must treat such
131.17 information as confidential.

131.18 Information given by an employee may only be disclosed by an employer if the disclosure
131.19 is requested or consented to by the employee, when ordered by a court or administrative
131.20 agency, or when otherwise required by federal or state law.

131.21 (b) Records and documents relating to medical certifications, recertifications, or medical
131.22 histories of employees or family members of employees created for purposes of section
131.23 177.50 or sections 181.9445 to 181.9448 must be maintained as confidential medical records
131.24 separate from the usual personnel files. At the request of the employee, the employer must
131.25 destroy or return the records required by sections 181.9445 to 181.9448 that are older than
131.26 three years prior to the current calendar year.

131.27 (c) Employers may not discriminate against any employee based on records created for
131.28 the purposes of section 177.50 or sections 181.9445 to 181.9448.

131.29 Sec. 7. **[181.9448] EFFECT ON OTHER LAW OR POLICY.**

131.30 Subdivision 1. **No effect on more generous sick and safe time policies.** (a) Nothing
131.31 in sections 181.9445 to 181.9448 shall be construed to discourage employers from adopting
131.32 or retaining earned sick and safe time policies that meet or exceed, and do not otherwise

132.1 conflict with, the minimum standards and requirements provided in sections 181.9445 to
132.2 181.9448.

132.3 (b) Nothing in sections 181.9445 to 181.9448 shall be construed to limit the right of
132.4 parties to a collective bargaining agreement to bargain and agree with respect to earned sick
132.5 and safe time policies or to diminish the obligation of an employer to comply with any
132.6 contract, collective bargaining agreement, or any employment benefit program or plan that
132.7 meets or exceeds, and does not otherwise conflict with, the minimum standards and
132.8 requirements provided in this section.

132.9 (c) Nothing in sections 181.9445 to 181.9448 shall be construed to preempt, limit, or
132.10 otherwise affect the applicability of any other law, regulation, requirement, policy, or
132.11 standard that provides for a greater amount, accrual, or use by employees of paid sick and
132.12 safe time or that extends other protections to employees.

132.13 (d) Nothing in sections 181.9445 to 181.9448 shall be construed or applied so as to
132.14 create any power or duty in conflict with federal law.

132.15 (e) Employers who provide earned sick and safe time to their employees under a paid
132.16 time off policy or other paid leave policy that may be used for the same purposes and under
132.17 the same conditions as earned sick and safe time, and that meets or exceeds, and does not
132.18 otherwise conflict with, the minimum standards and requirements provided in sections
132.19 181.9445 to 181.9448 are not required to provide additional earned sick and safe time.

132.20 (f) The provisions of sections 181.9445 to 181.9448 may be waived by a collective
132.21 bargaining agreement with a bona fide building and construction trades labor organization
132.22 that has established itself as the collective bargaining representative for the affected building
132.23 and construction industry employees, provided that for such waiver to be valid, it shall
132.24 explicitly reference sections 181.9445 to 181.9448 and clearly and unambiguously waive
132.25 application of those sections to such employees.

132.26 (g) Sections 181.9445 to 181.9448 do not prohibit an employer from establishing a
132.27 policy whereby employees may donate unused accrued sick and safe time to another
132.28 employee.

132.29 (h) Sections 181.9445 to 181.9448 do not prohibit an employer from advancing sick and
132.30 safe time to an employee before accrual by the employee.

132.31 Subd. 2. **Termination; separation; transfer.** Sections 181.9445 to 181.9448 do not
132.32 require financial or other reimbursement to an employee from an employer upon the
132.33 employee's termination, resignation, retirement, or other separation from employment for

133.1 accrued earned sick and safe time that has not been used. If an employee is transferred to
 133.2 a separate division, entity, or location, but remains employed by the same employer, the
 133.3 employee is entitled to all earned sick and safe time accrued at the prior division, entity, or
 133.4 location and is entitled to use all earned sick and safe time as provided in sections 181.9445
 133.5 to 181.9448. When there is a separation from employment and the employee is rehired
 133.6 within 180 days of separation by the same employer, previously accrued earned sick and
 133.7 safe time that had not been used must be reinstated. An employee is entitled to use accrued
 133.8 earned sick and safe time and accrue additional earned sick and safe time at the
 133.9 commencement of reemployment.

133.10 Subd. 3. **Employer succession.** (a) When a different employer succeeds or takes the
 133.11 place of an existing employer, all employees of the original employer who remain employed
 133.12 by the successor employer are entitled to all earned sick and safe time accrued but not used
 133.13 when employed by the original employer, and are entitled to use all earned sick and safe
 133.14 time previously accrued but not used.

133.15 (b) If, at the time of transfer of the business, employees are terminated by the original
 133.16 employer and hired within 30 days by the successor employer following the transfer, those
 133.17 employees are entitled to all earned sick and safe time accrued but not used when employed
 133.18 by the original employer, and are entitled to use all earned sick and safe time previously
 133.19 accrued but not used.

133.20 **Sec. 8. REPEALER.**

133.21 Minnesota Statutes 2022, section 181.9413, is repealed.

133.22 **Sec. 9. EFFECTIVE DATE.**

133.23 This article is effective January 1, 2024.

133.24

ARTICLE 13

133.25

EARNED SICK AND SAFE TIME ENFORCEMENT

133.26 Section 1. Minnesota Statutes 2022, section 177.27, subdivision 2, is amended to read:

133.27 **Subd. 2. Submission of records; penalty.** The commissioner may require the employer
 133.28 of employees working in the state to submit to the commissioner photocopies, certified
 133.29 copies, or, if necessary, the originals of employment records which the commissioner deems
 133.30 necessary or appropriate. The records which may be required include full and correct
 133.31 statements in writing, including sworn statements by the employer, containing information

134.1 relating to wages, hours, names, addresses, and any other information pertaining to the
134.2 employer's employees and the conditions of their employment as the commissioner deems
134.3 necessary or appropriate.

134.4 The commissioner may require the records to be submitted by certified mail delivery
134.5 or, if necessary, by personal delivery by the employer or a representative of the employer,
134.6 as authorized by the employer in writing.

134.7 The commissioner may fine the employer up to ~~\$1,000~~ \$10,000 for each failure to submit
134.8 or deliver records as required by this section, ~~and up to \$5,000 for each repeated failure.~~
134.9 This penalty is in addition to any penalties provided under section 177.32, subdivision 1.
134.10 In determining the amount of a civil penalty under this subdivision, the appropriateness of
134.11 such penalty to the size of the employer's business and the gravity of the violation shall be
134.12 considered.

134.13 Sec. 2. Minnesota Statutes 2022, section 177.27, subdivision 4, as amended by Laws 2023,
134.14 chapter 30, section 1, is amended to read:

134.15 Subd. 4. **Compliance orders.** The commissioner may issue an order requiring an
134.16 employer to comply with sections 177.21 to 177.435, 181.02, 181.03, 181.031, 181.032,
134.17 181.101, 181.11, 181.13, 181.14, 181.145, 181.15, 181.172, paragraph (a) or (d), 181.275,
134.18 subdivision 2a, 181.722, 181.79, 181.939 to 181.943, 181.9445 to 181.9448, and 181.987,
134.19 or with any rule promulgated under section 177.28. The commissioner shall issue an order
134.20 requiring an employer to comply with sections 177.41 to 177.435 or 181.987 if the violation
134.21 is repeated. For purposes of this subdivision only, a violation is repeated if at any time
134.22 during the two years that preceded the date of violation, the commissioner issued an order
134.23 to the employer for violation of sections 177.41 to 177.435 or 181.987 and the order is final
134.24 or the commissioner and the employer have entered into a settlement agreement that required
134.25 the employer to pay back wages that were required by sections 177.41 to 177.435. The
134.26 department shall serve the order upon the employer or the employer's authorized
134.27 representative in person or by certified mail at the employer's place of business. An employer
134.28 who wishes to contest the order must file written notice of objection to the order with the
134.29 commissioner within 15 calendar days after being served with the order. A contested case
134.30 proceeding must then be held in accordance with sections 14.57 to 14.69. If, within 15
134.31 calendar days after being served with the order, the employer fails to file a written notice
134.32 of objection with the commissioner, the order becomes a final order of the commissioner.

134.33 **EFFECTIVE DATE.** This section is effective January 1, 2024.

135.1 Sec. 3. Minnesota Statutes 2022, section 177.27, subdivision 7, is amended to read:

135.2 Subd. 7. **Employer liability.** If an employer is found by the commissioner to have
135.3 violated a section identified in subdivision 4, or any rule adopted under section 177.28, and
135.4 the commissioner issues an order to comply, the commissioner shall order the employer to
135.5 cease and desist from engaging in the violative practice and to take such affirmative steps
135.6 that in the judgment of the commissioner will effectuate the purposes of the section or rule
135.7 violated. The commissioner shall order the employer to pay to the aggrieved parties back
135.8 pay, gratuities, and compensatory damages, less any amount actually paid to the employee
135.9 by the employer, and for an additional equal amount as liquidated damages. Any employer
135.10 who is found by the commissioner to have repeatedly or willfully violated a section or
135.11 sections identified in subdivision 4 shall be subject to a civil penalty of up to ~~\$1,000~~ \$10,000
135.12 for each violation for each employee. In determining the amount of a civil penalty under
135.13 this subdivision, the appropriateness of such penalty to the size of the employer's business
135.14 and the gravity of the violation shall be considered. In addition, the commissioner may order
135.15 the employer to reimburse the department and the attorney general for all appropriate
135.16 litigation and hearing costs expended in preparation for and in conducting the contested
135.17 case proceeding, unless payment of costs would impose extreme financial hardship on the
135.18 employer. If the employer is able to establish extreme financial hardship, then the
135.19 commissioner may order the employer to pay a percentage of the total costs that will not
135.20 cause extreme financial hardship. Costs include but are not limited to the costs of services
135.21 rendered by the attorney general, private attorneys if engaged by the department,
135.22 administrative law judges, court reporters, and expert witnesses as well as the cost of
135.23 transcripts. Interest shall accrue on, and be added to, the unpaid balance of a commissioner's
135.24 order from the date the order is signed by the commissioner until it is paid, at an annual rate
135.25 provided in section 549.09, subdivision 1, paragraph (c). The commissioner may establish
135.26 escrow accounts for purposes of distributing damages.

135.27 Sec. 4. [177.50] EARNED SICK AND SAFE TIME ENFORCEMENT.

135.28 Subdivision 1. Definitions. The definitions in section 181.9445 apply to this section.

135.29 Subd. 2. Rulemaking authority. The commissioner may adopt rules to carry out the
135.30 purposes of this section and sections 181.9445 to 181.9448.

135.31 Subd. 3. Individual remedies. An action to recover damages under section 181.944 for
135.32 violation of sections 181.9445 to 181.9448 must be commenced within three years of the
135.33 violation that caused the injury to the employee.

136.1 Subd. 4. Grants to community organizations. The commissioner may make grants to
136.2 community organizations for the purpose of outreach to and education for employees
136.3 regarding their rights under sections 181.9445 to 181.9448. The community-based
136.4 organizations must be selected based on their experience, capacity, and relationships in
136.5 high-violation industries. The work under such a grant may include the creation and
136.6 administration of a statewide worker hotline.

136.7 Subd. 5. Report to legislature. (a) The commissioner must submit an annual report to
136.8 the legislature, including to the chairs and ranking minority members of any relevant
136.9 legislative committee. The report must include but is not limited to:

136.10 (1) a list of all violations of sections 181.9445 to 181.9448, including the employer
136.11 involved, and the nature of any violations; and

136.12 (2) an analysis of noncompliance with sections 181.9445 to 181.9448, including any
136.13 patterns by employer, industry, or county.

136.14 (b) A report under this section must not include an employee's name or other identifying
136.15 information, any health or medical information regarding an employee or an employee's
136.16 family member, or any information pertaining to domestic abuse, sexual assault, or stalking
136.17 of an employee or an employee's family member.

136.18 Subd. 6. Contract for labor or services. It is the responsibility of all employers to not
136.19 enter into any contract or agreement for labor or services where the employer has any actual
136.20 knowledge or knowledge arising from familiarity with the normal facts and circumstances
136.21 of the business activity engaged in, or has any additional facts or information that, taken
136.22 together, would make a reasonably prudent person undertake to inquire whether, taken
136.23 together, the contractor is not complying or has failed to comply with this section. For
136.24 purposes of this subdivision, "actual knowledge" means information obtained by the employer
136.25 that the contractor has violated this section within the past two years and has failed to present
136.26 the employer with credible evidence that such noncompliance has been cured going forward.

136.27 EFFECTIVE DATE. This section is effective January 1, 2024, except that the
136.28 commissioner is authorized to begin rulemaking the day following final enactment, and the
136.29 commissioner is authorized to begin the grant-making process under subdivision 4 the day
136.30 following final enactment.

137.1 Sec. 5. Minnesota Statutes 2022, section 181.944, is amended to read:

137.2 **181.944 INDIVIDUAL REMEDIES.**

137.3 In addition to any other remedies provided by law, a person injured by a violation of
137.4 sections 181.172, paragraph (a) or (d), ~~and 181.939 to 181.943,~~ and 181.9445 to 181.9448
137.5 may bring a civil action to recover any and all damages recoverable at law, together with
137.6 costs and disbursements, including reasonable attorney's fees, and may receive injunctive
137.7 and other equitable relief as determined by a court.

137.8 **EFFECTIVE DATE.** This section is effective January 1, 2024, and applies to causes
137.9 of action occurring on or after that date.

137.10 **ARTICLE 14**

137.11 **EARNED SICK AND SAFE TIME APPROPRIATIONS**

137.12 Section 1. **EARNED SICK AND SAFE TIME APPROPRIATIONS.**

137.13 (a) \$1,445,000 in fiscal year 2024 and \$2,209,000 in fiscal year 2025 are appropriated
137.14 from the general fund to the commissioner of labor and industry for enforcement and other
137.15 duties regarding earned sick and safe time under Minnesota Statutes, sections 181.9445 to
137.16 181.9448, and chapter 177. The base for this appropriation is \$1,899,000 for fiscal year
137.17 2026 and each year thereafter.

137.18 (b) \$300,000 in fiscal year 2024 and \$300,000 in fiscal year 2025 are appropriated from
137.19 the general fund to the commissioner of labor and industry for grants to community
137.20 organizations under Minnesota Statutes, section 177.50, subdivision 4. This is a onetime
137.21 appropriation.

137.22 **ARTICLE 15**

137.23 **EMPLOYMENT AND ECONOMIC DEVELOPMENT**

137.24 Section 1. **[116J.418] OFFICE OF CHILD CARE COMMUNITY PARTNERSHIPS.**

137.25 Subdivision 1. Definitions. (a) For the purposes of this section, the terms in this
137.26 subdivision have the meanings given them.

137.27 (b) "Child care" means the care of children while parents or guardians are at work or
137.28 absent for another reason.

137.29 (c) "Local unit of government" has the meaning given in section 116G.03, subdivision
137.30 3.

138.1 (d) "Office" means the Office of Child Care Community Partnerships established in
138.2 subdivision 2, paragraph (a).

138.3 Subd. 2. **Office established; purpose.** (a) An Office of Child Care Community
138.4 Partnerships is established within the Department of Employment and Economic
138.5 Development. The department may employ a director and staff necessary to carry out the
138.6 office's duties under subdivision 4.

138.7 (b) The purpose of the office is to support child care businesses within the state in order
138.8 to:

138.9 (1) increase the quantity of quality child care available; and

138.10 (2) improve accessibility to child care for underserved communities and populations.

138.11 Subd. 3. **Organization.** The office shall consist of a director of the Office of Child Care
138.12 Community Partnerships, as well as any staff necessary to carry out the office's duties under
138.13 subdivision 4.

138.14 Subd. 4. **Duties.** The office shall have the power and duty to:

138.15 (1) coordinate with state, regional, local, and private entities to promote investment in
138.16 increasing the quantity of quality child care in Minnesota;

138.17 (2) coordinate with other agencies including but not limited to Minnesota Management
138.18 and Budget, the Department of Human Services, and the Department of Education to develop,
138.19 recommend, and implement solutions to increase the quantity of quality child care openings;

138.20 (3) administer the child care economic development grant program and other
138.21 appropriations to the department for this purpose;

138.22 (4) monitor the child care business development efforts of other states and countries;

138.23 (5) provide support to the governor's Children's Cabinet;

138.24 (6) provide an annual report, as required by subdivision 5; and

138.25 (7) perform any other activities consistent with the office's purpose.

138.26 Subd. 5. **Reporting.** (a) Beginning January 15, 2024, and each year thereafter, the Office
138.27 of Child Care Community Partnerships shall report to the legislative committees with
138.28 jurisdiction over child care policy and finance on the office's activities during the previous
138.29 year.

138.30 (b) The report shall contain, at a minimum:

138.31 (1) an analysis of the current access to child care within the state;

- 139.1 (2) an analysis of the current shortage of child care workers within the state;
139.2 (3) a summary of the office's activities;
139.3 (4) any proposed legislative and policy initiatives; and
139.4 (5) any other information requested by the legislative committees with jurisdiction over
139.5 child care, or that the office deems necessary.

- 139.6 (c) The report may be submitted electronically and is subject to section 3.195, subdivision
139.7 1.

139.8 **Sec. 2. [116J.4231] OFFICE OF NEW AMERICANS.**

139.9 Subdivision 1. **Office established; purpose.** (a) The Office of New Americans is
139.10 established within the Department of Employment and Economic Development. The governor
139.11 must appoint an assistant commissioner who serves in the unclassified service. The assistant
139.12 commissioner must hire a program manager, an office assistant, and any staff necessary to
139.13 carry out the office's duties under subdivision 2.

139.14 (b) The purpose of the office is to foster immigrant and refugee inclusion through an
139.15 intentional process to improve economic mobility, enhance civic participation, and improve
139.16 receiving communities' openness to immigrants and refugees by incorporating the needs
139.17 and aspirations of immigrants and refugees, their families, and their communities for the
139.18 benefit of all by fulfilling the duties outlined in subdivision 2.

139.19 Subd. 2. **Duties.** The Office of New Americans has the following duties:

139.20 (1) create and implement a statewide strategy and programming to foster and promote
139.21 immigrant and refugee inclusion in Minnesota so as to improve economic mobility, enhance
139.22 civic participation, and improve receiving communities' openness to immigrants and refugees;

139.23 (2) address the state's workforce needs by connecting employers and job seekers within
139.24 the immigrant and refugee community;

139.25 (3) identify and support implementation of programs and strategies to reduce employment
139.26 barriers for immigrants and refugees, including the creation of alternative employment
139.27 pathways;

139.28 (4) support programs and activities designed to ensure equitable access to the workforce
139.29 for immigrants and refugees, including those who are disabled;

140.1 (5) support equitable opportunities for immigrants and refugees to access state government
140.2 services and grants, including collaborating with Minnesota's ethnic councils as created by
140.3 section 15.0145;

140.4 (6) work with state agencies, Minnesota's ethnic councils, and community and foundation
140.5 partners to undertake studies and research and analyze economic and demographic trends
140.6 to better understand and serve the state's immigrant and refugee communities;

140.7 (7) coordinate and establish best practices for language access initiatives to all state
140.8 agencies after soliciting input from Minnesota's ethnic councils;

140.9 (8) convene stakeholders to further the objectives identified in subdivision 1;

140.10 (9) make policy recommendations to the governor on issues impacting immigrants and
140.11 refugees after soliciting input from Minnesota's ethnic councils;

140.12 (10) engage all stakeholders to further the objectives identified in subdivision 1 within
140.13 the context of workforce access and workforce readiness, including in the areas of
140.14 employment, housing, legal services, health care, and education and communicate the
140.15 importance of immigrant and refugee inclusion in the success of immigrants, refugees, their
140.16 children, and the communities in which they settle;

140.17 (11) engage with and support existing municipal and county offices that promote and
140.18 foster immigrant and refugee inclusion and encourage the development of new municipal
140.19 and county offices dedicated to immigrant and refugee inclusion;

140.20 (12) serve as the point of contact for immigrants and refugees accessing resources both
140.21 within the department and with boards charged with oversight of a profession;

140.22 (13) promulgate rules necessary to implement and effectuate this section;

140.23 (14) provide an annual report, as required by subdivision 3;

140.24 (15) perform any other activities consistent with the office's purpose; and

140.25 (16) administer any grant program or other appropriation to the office.

140.26 Subd. 3. **Reporting.** (a) Beginning January 15, 2025, and each year thereafter, the Office
140.27 of New Americans shall report to the legislative committees with jurisdiction over the
140.28 office's activities during the previous year.

140.29 (b) The report shall contain, at a minimum:

140.30 (1) a summary of the office's activities;

141.1 (2) suggested policies, incentives, and legislation designed to accelerate the achievement
 141.2 of the duties under subdivision 2;

141.3 (3) any proposed legislative and policy initiatives;

141.4 (4) the amount and types of grants awarded under subdivision 6; and

141.5 (5) any other information deemed necessary and requested by the legislative committees
 141.6 with jurisdiction over the office.

141.7 (c) The report may be submitted electronically and is subject to section 3.195, subdivision
 141.8 1.

141.9 **Subd. 4. Interdepartmental Coordinating Council on Immigrant and Refugee**

141.10 **Affairs.** (a) An Interdepartmental Coordinating Council on Immigrant and Refugee Affairs
 141.11 is established to advise the Office of New Americans.

141.12 (b) The purpose of the council is to identify and establish ways in which state
 141.13 departments, agencies, and Minnesota's ethnic councils can work together to deliver state
 141.14 programs and services effectively and efficiently to Minnesota's immigrant and refugee
 141.15 populations. The council shall implement policies, procedures, and programs requested by
 141.16 the governor through the state departments and offices.

141.17 (c) The council shall be chaired by the assistant commissioner of the Office of New
 141.18 Americans and shall include the commissioners, department directors, or designees from
 141.19 the following:

141.20 (1) the governor's office;

141.21 (2) the Department of Administration;

141.22 (3) the Department of Employment and Economic Development;

141.23 (4) the Department of Human Services;

141.24 (5) the Department of Human Services Refugee Resettlement Programs Office;

141.25 (6) the Department of Labor and Industry;

141.26 (7) the Department of Health;

141.27 (8) the Department of Education;

141.28 (9) the Office of Higher Education;

141.29 (10) the Department of Public Safety;

141.30 (11) the Department of Corrections;

142.1 (12) the Council on Asian Pacific Minnesotans;

142.2 (13) the Council for Minnesotans of African Heritage; and

142.3 (14) the Minnesota Council on Latino Affairs.

142.4 (d) Each department or office specified in paragraph (c) shall designate one staff member
142.5 as an immigrant and refugee services liaison. The liaison's responsibilities shall include:

142.6 (1) preparation and dissemination of information and services available to immigrants
142.7 and refugees; and

142.8 (2) interfacing with the Office of New Americans on issues that impact immigrants and
142.9 refugees.

142.10 Subd. 5. **No right of action.** Nothing in this section shall be construed to create any
142.11 right or benefit, substantive or procedural, enforceable at law or in equity by any party
142.12 against the state; its departments, agencies, or entities; its officers, employees, or agents;
142.13 or any other person.

142.14 Subd. 6. **Grants.** The Office of New Americans may apply for grants for interested state
142.15 agencies, community partners, and stakeholders under this section to carry out the duties
142.16 under subdivision 2.

142.17 **Sec. 3. [116J.545] GETTING TO WORK GRANT PROGRAM.**

142.18 Subdivision 1. **Creation.** The commissioner of employment and economic development
142.19 shall make grants to nonprofit organizations to establish and operate programs under this
142.20 section that provide, repair, or maintain motor vehicles to assist eligible individuals to obtain
142.21 or maintain employment. All grants shall be for two years.

142.22 Subd. 2. **Qualified grantee.** A grantee must:

142.23 (1) qualify under section 501(c)(3) of the Internal Revenue Code; and

142.24 (2) at the time of application, offer or have the demonstrated capacity to offer a motor
142.25 vehicle program that provides the services required under subdivision 3.

142.26 Subd. 3. **Program requirements.** (a) A program must offer one or more of the following
142.27 services:

142.28 (1) provision of new or used motor vehicles by gift, sale, or lease;

142.29 (2) motor vehicle repair and maintenance services; or

142.30 (3) motor vehicle loans.

143.1 (b) In addition to the requirements of paragraph (a), a program must offer one or more
143.2 of the following services:

143.3 (1) financial literacy education;

143.4 (2) education on budgeting for vehicle ownership;

143.5 (3) car maintenance and repair instruction;

143.6 (4) credit counseling; or

143.7 (5) job training related to motor vehicle maintenance and repair.

143.8 Subd. 4. **Application.** Applications for a grant must be on a form provided by the
143.9 commissioner and on a schedule set by the commissioner. Applications must, in addition
143.10 to any other information required by the commissioner, include the following:

143.11 (1) a detailed description of all services to be offered;

143.12 (2) the area to be served;

143.13 (3) the estimated number of program participants to be served by the grant; and

143.14 (4) a plan for leveraging resources from partners that may include but are not limited

143.15 to:

143.16 (i) automobile dealers;

143.17 (ii) automobile parts dealers;

143.18 (iii) independent local mechanics and automobile repair facilities;

143.19 (iv) banks and credit unions;

143.20 (v) employers;

143.21 (vi) employment and training agencies;

143.22 (vii) insurance companies and agents;

143.23 (viii) local workforce centers; and

143.24 (ix) educational institutions, including vocational institutions and jobs or skills training
143.25 programs.

143.26 Subd. 5. **Participant eligibility.** (a) To be eligible to receive program services, a person
143.27 must:

143.28 (1) have a household income at or below 200 percent of the federal poverty level;

143.29 (2) be at least 18 years of age;

144.1 (3) have a valid driver's license;

144.2 (4) provide the grantee with proof of motor vehicle insurance; and

144.3 (5) demonstrate to the grantee that a motor vehicle is required by the person to obtain
 144.4 or maintain employment.

144.5 (b) This subdivision does not preclude a grantee from imposing additional requirements,
 144.6 not inconsistent with paragraph (a), for the receipt of program services.

144.7 Subd. 6. Report to legislature. By January 15, 2026, and each January 15 in an
 144.8 even-numbered year thereafter, the commissioner shall submit a report to the chairs of the
 144.9 house of representatives and senate committees with jurisdiction over workforce and
 144.10 economic development on program outcomes. At a minimum, the report must include:

144.11 (1) the total number of program participants;

144.12 (2) the number of program participants who received each of the following:

144.13 (i) provision of a motor vehicle;

144.14 (ii) motor vehicle repair services; and

144.15 (iii) motor vehicle loans;

144.16 (3) the number of program participants who report that they or their children were able
 144.17 to increase their participation in community activities such as after school programs, other
 144.18 youth programs, church or civic groups, or library services as a result of participation in the
 144.19 program; and

144.20 (4) an analysis of the impact of the getting to work grant program on the employment
 144.21 rate and wages of program participants.

144.22 Sec. 4. Minnesota Statutes 2022, section 116J.5492, subdivision 8, is amended to read:

144.23 Subd. 8. **Meetings.** The advisory committee must meet ~~monthly until the energy transition~~
 144.24 ~~plan is submitted~~ quarterly and submit an updated energy transition plan annually to the
 144.25 governor and the legislature. Once submitted, the committee shall develop a regular meeting
 144.26 schedule as needed. The chair may call additional meetings as necessary.

144.27 Sec. 5. Minnesota Statutes 2022, section 116J.5492, subdivision 10, is amended to read:

144.28 Subd. 10. **Expiration.** This section expires ~~the day after the Minnesota energy transition~~
 144.29 ~~plan required under section 116J.5493 is submitted to the legislature and the governor on~~
 144.30 June 30, 2027.

145.1 Sec. 6. Minnesota Statutes 2022, section 116J.55, subdivision 1, is amended to read:

145.2 Subdivision 1. **Definitions.** For the purposes of this section, "eligible community" means
145.3 a county, municipality, or tribal government located in Minnesota in which an electric
145.4 generating plant owned by a public utility, as defined in section 216B.02, that is powered
145.5 by coal, nuclear energy, or natural gas:

145.6 (1) is currently operating and (i) is scheduled to cease operations or, (ii) whose cessation
145.7 of operations has been proposed in an integrated resource plan filed with the commission
145.8 under section 216B.2422, or (iii) whose current operating license expires within 15 years
145.9 of the effective date of this section; or

145.10 (2) ceased operations or was removed from the local property tax base no earlier than
145.11 five years before the date an application is made for a grant under this section.

145.12 Sec. 7. Minnesota Statutes 2022, section 116J.55, subdivision 5, is amended to read:

145.13 Subd. 5. **Grant awards; limitations.** ~~(a) The commissioner must award grants under~~
145.14 ~~this section to eligible communities through a competitive grant process.~~

145.15 ~~(b)~~ (a) A grant awarded to an eligible community under this section must not exceed
145.16 ~~\$500,000~~ \$1,000,000 in any calendar year. The commissioner may accept grant applications
145.17 on an ongoing or rolling basis.

145.18 ~~(c)~~ (b) Grants funded with revenues from the renewable development account established
145.19 in section 116C.779 must be awarded to an eligible community located within the retail
145.20 electric service territory of the public utility that is subject to section 116C.779 or to an
145.21 eligible community in which an electric generating plant owned by that public utility is
145.22 located.

145.23 Sec. 8. Minnesota Statutes 2022, section 116J.55, subdivision 6, is amended to read:

145.24 Subd. 6. **Eligible expenditures.** (a) Money in the account established in subdivision 3
145.25 must be used only to:

145.26 (1) award grants to eligible communities under this section; and

145.27 (2) reimburse the department's reasonable costs to administer this section, up to a
145.28 maximum of five percent of the appropriation made to the commissioner under this section.
145.29 The commissioner may transfer part of the allowable administrative portion of this
145.30 appropriation to the Environmental Quality Board to assist communities with regulatory
145.31 coordination and dedicated technical assistance on conversion for these communities.

146.1 (b) An eligible community awarded a grant under this section may use the grant to plan
146.2 for or address the economic and social impacts on the eligible community of the electric
146.3 generating plant's cessation of operations, including but not limited to land use studies,
146.4 economic planning, researching, planning, and implementing activities, capital costs of
146.5 public infrastructure necessary for economic development, and impact studies and other
146.6 planning activities enabling communities to become shovel-ready and support the transition
146.7 from power plants to other economic activities to minimize the negative impacts of power
146.8 plant closures on tax revenues and jobs designed to:

146.9 (1) assist workers at the plant find new employment, including worker retraining and
146.10 developing small business start-up skills;

146.11 (2) increase the eligible community's property tax base; and

146.12 (3) develop alternative economic development strategies to attract new employers to the
146.13 eligible community.

146.14 Sec. 9. **[116J.682] SMALL BUSINESS ASSISTANCE PARTNERSHIPS PROGRAM.**

146.15 Subdivision 1. **Definitions.** (a) For the purposes of this section, the terms in this
146.16 subdivision have the meanings given.

146.17 (b) "Commissioner" means the commissioner of employment and economic development.

146.18 (c) "Partner organizations" or "partners" means:

146.19 (1) nonprofit organizations or public entities, including higher education institutions,
146.20 engaged in business development or economic development;

146.21 (2) community development financial institutions; or

146.22 (3) community development corporations.

146.23 (d) "Small business" has the meaning given in section 3 of the Small Business Act,
146.24 United States Code, title 15, section 632.

146.25 (e) "Underserved populations and geographies" means individuals who are Black,
146.26 Indigenous, people of color, veterans, people with disabilities, people who are LGBTQ+,
146.27 and low-income individuals and includes people from rural Minnesota.

146.28 Subd. 2. **Establishment.** The commissioner shall establish the small business assistance
146.29 partnerships program to make grants to local and regional community-based organizations
146.30 to provide small business development and technical assistance services to entrepreneurs
146.31 and small business owners.

147.1 Subd. 3. **Small business assistance partnerships grants.** (a) The commissioner shall
147.2 make small business assistance partnerships grants to local and regional community-based
147.3 organizations to provide small business development and technical assistance services to
147.4 entrepreneurs and small business owners. The commissioner must prioritize applications
147.5 that provide services to underserved populations and geographies.

147.6 (b) Grantees shall use the grant funds to provide high-quality, free or low-cost
147.7 professional business development and technical assistance services that support the start-up,
147.8 growth, and success of Minnesota's entrepreneurs and small business owners.

147.9 Subd. 4. **Report.** By January 31 of each year, partner organizations participating in the
147.10 program must provide a report to the commissioner on the outcomes of the program,
147.11 including but not limited to the number of entrepreneurs and small businesses served, number
147.12 of hours of business assistance services provided, number of new businesses started, number
147.13 of full-time equivalent jobs created and retained, and demographic and geographic details
147.14 of the individuals being served.

147.15 Sec. 10. **[116J.8733] MINNESOTA EXPANDING OPPORTUNITY FUND**
147.16 **PROGRAM.**

147.17 Subdivision 1. **Establishment.** The Minnesota Expanding Opportunity Fund Program
147.18 is established to capitalize Minnesota nonprofit corporations to increase lending activities
147.19 with Minnesota small businesses.

147.20 Subd. 2. **Long-term loans.** The department may make long-term loans of ten to 12 years
147.21 at 0.5 percent or lower interest rates to nonprofit corporations to enable nonprofit corporations
147.22 to make more loans to Minnesota small businesses. The department may use the interest
147.23 received to offset the cost of administering small business lending programs.

147.24 Subd. 3. **Loan eligibility; nonprofit corporation.** (a) The eligible nonprofit corporation
147.25 must not meet the definition of recipient under section 116J.993, subdivision 6.

147.26 (b) The commissioner may enter into loan agreements with Minnesota nonprofit
147.27 corporations that apply to participate in the Minnesota Expanding Opportunity Fund Program.
147.28 The commissioner shall evaluate applications from applicant nonprofit corporations. In
147.29 evaluating applications, the department must consider, among other things, whether the
147.30 nonprofit corporation:

147.31 (1) meets the statutory definition of a community development financial institution as
147.32 defined in section 103 of the Riegle Community Development and Regulatory Improvement
147.33 Act of 1994, United States Code, title 12, section 4702;

148.1 (2) has a board of directors or loan or credit committee that includes citizens experienced
148.2 in small business services and community development;

148.3 (3) has the technical skills to analyze small business loan requests;

148.4 (4) is familiar with other available public and private funding sources and economic
148.5 development programs;

148.6 (5) is enrolled in one or more eligible federally funded state programs; and

148.7 (6) has the administrative capacity to manage a loan portfolio.

148.8 Subd. 4. **Revolving loan fund.** (a) The commissioner shall establish a revolving loan
148.9 fund to make loans to nonprofit corporations for the purpose of increasing nonprofit
148.10 corporation capital and lending activities with Minnesota small businesses.

148.11 (b) Nonprofit corporations that receive loans from the commissioner under the program
148.12 must establish appropriate accounting practices for the purpose of tracking eligible loans.

148.13 Subd. 5. **Loan portfolio administration.** (a) The interest rate charged by a nonprofit
148.14 corporation for a loan under this subdivision must not exceed the Wall Street Journal prime
148.15 rate plus two percent. A nonprofit corporation participating in the Minnesota Expanding
148.16 Opportunity Fund Program may charge a loan closing fee equal to or less than two percent
148.17 of the loan value.

148.18 (b) The nonprofit corporation may retain all earnings from fees and interest from loans
148.19 to small businesses.

148.20 Subd. 6. **Cooperation.** A nonprofit corporation that receives a program loan shall
148.21 cooperate with other organizations, including but not limited to community development
148.22 corporations, community action agencies, and the Minnesota small business development
148.23 centers.

148.24 Subd. 7. **Reporting requirements.** (a) A nonprofit corporation that receives a program
148.25 loan must submit an annual report to the commissioner by February 15 of each year that
148.26 includes:

148.27 (1) the number of businesses to which a loan was made;

148.28 (2) a description of businesses supported by the program;

148.29 (3) demographic information, as specified by the commissioner, regarding each borrower;

148.30 (4) an account of loans made during the calendar year;

148.31 (5) the program's impact on job creation and retention;

149.1 (6) the source and amount of money collected and distributed by the program;

149.2 (7) the program's assets and liabilities; and

149.3 (8) an explanation of administrative expenses.

149.4 (b) A nonprofit corporation that receives a program loan must provide for an independent
149.5 annual audit to be performed in accordance with generally accepted accounting practices
149.6 and auditing standards and submit a copy of each annual audit report to the commissioner.

149.7 Sec. 11. Minnesota Statutes 2022, section 116J.8748, subdivision 3, is amended to read:

149.8 Subd. 3. **Minnesota job creation fund business designation; requirements.** (a) To
149.9 receive designation as a Minnesota job creation fund business, a business must satisfy all
149.10 of the following conditions:

149.11 (1) the business is or will be engaged in, within Minnesota, one of the following as its
149.12 primary business activity:

149.13 (i) manufacturing;

149.14 (ii) warehousing;

149.15 (iii) distribution;

149.16 (iv) information technology;

149.17 (v) finance;

149.18 (vi) insurance; or

149.19 (vii) professional or technical services;

149.20 (2) the business must not be primarily engaged in lobbying; gambling; entertainment;
149.21 professional sports; political consulting; leisure; hospitality; or professional services provided
149.22 by attorneys, accountants, business consultants, physicians, or health care consultants, or
149.23 primarily engaged in making retail sales to purchasers who are physically present at the
149.24 business's location;

149.25 (3) the business must enter into a binding construction and job creation business subsidy
149.26 agreement with the commissioner to expend directly, or ensure expenditure by or in
149.27 partnership with a third party constructing or managing the project, at least \$500,000 in
149.28 capital investment in a capital investment project that includes a new, expanded, or remodeled
149.29 facility within one year following designation as a Minnesota job creation fund business or
149.30 \$250,000 if the project is located outside the metropolitan area as defined in section 200.02,

150.1 subdivision 24, or if 51 percent of the business is cumulatively owned by minorities, veterans,
150.2 women, or persons with a disability; and:

150.3 (i) create at least ten new full-time employee positions within two years of the benefit
150.4 date following the designation as a Minnesota job creation fund business or five new full-time
150.5 employee positions within two years of the benefit date if the project is located outside the
150.6 metropolitan area as defined in section 200.02, subdivision 24, or if 51 percent of the business
150.7 is cumulatively owned by minorities, veterans, women, or persons with a disability; or

150.8 (ii) expend at least \$25,000,000, which may include the installation and purchase of
150.9 machinery and equipment, in capital investment and retain at least ~~200~~ 100 employees for
150.10 projects located in the metropolitan area as defined in section 200.02, subdivision 24, ~~and~~
150.11 75 or expend at least \$10,000,000, which may include the installation and purchase of
150.12 machinery and equipment, in capital investment and retain at least 50 employees for projects
150.13 located outside the metropolitan area;

150.14 (4) positions or employees moved or relocated from another Minnesota location of the
150.15 Minnesota job creation fund business must not be included in any calculation or determination
150.16 of job creation or new positions under this paragraph; and

150.17 (5) a Minnesota job creation fund business must not terminate, lay off, or reduce the
150.18 working hours of an employee for the purpose of hiring an individual to satisfy job creation
150.19 goals under this subdivision.

150.20 (b) Prior to approving the proposed designation of a business under this subdivision, the
150.21 commissioner shall consider the following:

150.22 (1) the economic outlook of the industry in which the business engages;

150.23 (2) the projected sales of the business that will be generated from outside the state of
150.24 Minnesota;

150.25 (3) how the business will build on existing regional, national, and international strengths
150.26 to diversify the state's economy;

150.27 (4) whether the business activity would occur without financial assistance;

150.28 (5) whether the business is unable to expand at an existing Minnesota operation due to
150.29 facility or land limitations;

150.30 (6) whether the business has viable location options outside Minnesota;

150.31 (7) the effect of financial assistance on industry competitors in Minnesota;

150.32 (8) financial contributions to the project made by local governments; and

151.1 (9) any other criteria the commissioner deems necessary.

151.2 (c) Upon receiving notification of local approval under subdivision 2, the commissioner
151.3 shall review the determination by the local government and consider the conditions listed
151.4 in paragraphs (a) and (b) to determine whether it is in the best interests of the state and local
151.5 area to designate a business as a Minnesota job creation fund business.

151.6 (d) If the commissioner designates a business as a Minnesota job creation fund business,
151.7 the business subsidy agreement shall include the performance outcome commitments and
151.8 the expected financial value of any Minnesota job creation fund benefits.

151.9 (e) The commissioner may amend an agreement once, upon request of a local government
151.10 on behalf of a business, only if the performance is expected to exceed thresholds stated in
151.11 the original agreement.

151.12 (f) A business may apply to be designated as a Minnesota job creation fund business at
151.13 the same location more than once only if all goals under a previous Minnesota job creation
151.14 fund agreement have been met and the agreement is completed.

151.15 Sec. 12. Minnesota Statutes 2022, section 116J.8748, subdivision 4, is amended to read:

151.16 Subd. 4. **Certification; benefits.** (a) The commissioner may certify a Minnesota job
151.17 creation fund business as eligible to receive a specific value of benefit under paragraphs (b)
151.18 and (c) when the business has achieved its job creation and capital investment goals noted
151.19 in its agreement under subdivision 3.

151.20 (b) A qualified Minnesota job creation fund business may be certified eligible for the
151.21 benefits in this paragraph for up to five years for projects located in the metropolitan area
151.22 as defined in section 200.02, subdivision 24, and seven years for projects located outside
151.23 the metropolitan area, as determined by the commissioner when considering the best interests
151.24 of the state and local area. Notwithstanding section 16B.98, subdivision 5, paragraph (a),
151.25 clause (3), or 16B.98, subdivision 5, paragraph (b), grant agreements for projects located
151.26 outside the metropolitan area may be for up to seven years in length. The eligibility for the
151.27 following benefits begins the date the commissioner certifies the business as a qualified
151.28 Minnesota job creation fund business under this subdivision:

151.29 (1) up to five percent rebate for projects located in the metropolitan area as defined in
151.30 section 200.02, subdivision 24, and 7.5 percent for projects located outside the metropolitan
151.31 area, on capital investment on qualifying purchases as provided in subdivision 5 with the
151.32 total rebate for a project not to exceed \$500,000;

152.1 (2) an award of up to \$500,000 based on full-time job creation and wages paid as provided
152.2 in subdivision 6 with the total award not to exceed \$500,000;

152.3 (3) up to \$1,000,000 in capital investment rebates and \$1,000,000 in job creation awards
152.4 are allowable for projects that have at least \$25,000,000 in capital investment and ~~200~~ 100
152.5 new employees in the metropolitan area as defined in section 200.02, subdivision 24, or at
152.6 least \$10,000,000 in capital investment and 75 50 new employees for projects located outside
152.7 the metropolitan area;

152.8 (4) up to \$1,000,000 in capital investment rebates and up to \$1,000,000 in job creation
152.9 awards are allowable for projects that have at least \$25,000,000 in capital investment, which
152.10 may include the installation and purchase of machinery and equipment, and 200 100 retained
152.11 employees for projects located in the metropolitan area as defined in section 200.02,
152.12 subdivision 24, ~~and 75~~ or at least \$10,000,000 in capital investment, which may include the
152.13 installation and purchase of machinery and equipment, and 50 retained employees for
152.14 projects located outside the metropolitan area; and

152.15 (5) for clauses (3) and (4) only, the capital investment expenditure requirements may
152.16 include the installation and purchases of machinery and equipment. These expenditures are
152.17 not eligible for the capital investment rebate provided under subdivision 5.

152.18 (c) The job creation award may be provided in multiple years as long as the qualified
152.19 Minnesota job creation fund business continues to meet the job creation goals provided for
152.20 in its agreement under subdivision 3 and the total award does not exceed \$500,000 except
152.21 as provided under paragraph (b), clauses (3) and (4). Under paragraph (b) clause (4), a job
152.22 creation award of \$2,000 per retained job may be provided one time if the qualified Minnesota
152.23 job creation fund business meets the minimum capital investment and retained employee
152.24 requirement as provided in paragraph (b), clause (4), for at least two years.

152.25 (d) No rebates or award may be provided until the Minnesota job creation fund business
152.26 or a third party constructing or managing the project has at least \$500,000 in capital
152.27 investment in the project and at least ten full-time jobs have been created and maintained
152.28 for at least one year or the retained employees, as provided in paragraph (b), clause (4),
152.29 remain for at least one year. The agreement may require additional performance outcomes
152.30 that need to be achieved before rebates and awards are provided. If fewer retained jobs are
152.31 maintained, but still above the minimum under this subdivision, the capital investment
152.32 award shall be reduced on a proportionate basis.

152.33 (e) The forms needed to be submitted to document performance by the Minnesota job
152.34 creation fund business must be in the form and be made under the procedures specified by

153.1 the commissioner. The forms shall include documentation and certification by the business
 153.2 that it is in compliance with the business subsidy agreement, sections 116J.871 and 116L.66,
 153.3 and other provisions as specified by the commissioner.

153.4 (f) Minnesota job creation fund businesses must pay each new full-time employee added
 153.5 pursuant to the agreement total compensation, including benefits not mandated by law, that
 153.6 on an annualized basis is equal to at least 110 percent of the federal poverty level for a
 153.7 family of four.

153.8 (g) A Minnesota job creation fund business must demonstrate reasonable progress on
 153.9 capital investment expenditures within six months following designation as a Minnesota
 153.10 job creation fund business to ensure that the capital investment goal in the agreement under
 153.11 subdivision 1 will be met. Businesses not making reasonable progress will not be eligible
 153.12 for benefits under the submitted application and will need to work with the local government
 153.13 unit to resubmit a new application and request to be a Minnesota job creation fund business.
 153.14 Notwithstanding the goals noted in its agreement under subdivision 1, this action shall not
 153.15 be considered a default of the business subsidy agreement.

153.16 Sec. 13. Minnesota Statutes 2022, section 116J.8748, subdivision 6, is amended to read:

153.17 Subd. 6. **Job creation award.** (a) A qualified Minnesota job creation fund business is
 153.18 eligible for an annual award for each new job created and maintained under subdivision 4,
 153.19 paragraph (b), clauses (2) and (3), by the business using the following schedule: \$1,000 for
 153.20 each job position paying annual wages at least \$26,000 but less than \$35,000; \$2,000 for
 153.21 each job position paying at least \$35,000 but less than \$45,000; ~~and~~ \$3,000 for each job
 153.22 position paying at least \$45,000 but less than \$55,000; and \$4,000 for each job position
 153.23 paying at least \$55,000; and as noted in the goals under the agreement provided under
 153.24 subdivision 1. These awards are increased by \$1,000 if the business is located outside the
 153.25 metropolitan area as defined in section 200.02, subdivision 24, or if 51 percent of the business
 153.26 is cumulatively owned by minorities, veterans, women, or persons with a disability.

153.27 (b) A qualified Minnesota job creation fund business is eligible for a onetime \$2,000
 153.28 award for each job retained and maintained under subdivision 4, paragraph (b), clause (4),
 153.29 provided that each retained job pays total compensation, including benefits not mandated
 153.30 by law, that on an annualized basis is equal to at least 150 percent of the federal poverty
 153.31 level for a family of four.

153.32 ~~(b)~~ (c) The job creation award schedule must be adjusted annually using the percentage
 153.33 increase in the federal poverty level for a family of four.

154.1 ~~(e)~~ (d) Minnesota job creation fund businesses seeking an award credit provided under
154.2 subdivision 4 must submit forms and applications to the Department of Employment and
154.3 Economic Development as prescribed by the commissioner.

154.4 Sec. 14. Minnesota Statutes 2022, section 116J.8748, is amended by adding a subdivision
154.5 to read:

154.6 Subd. 6a. **Transfer.** The commissioner may transfer up to \$2,000,000 of a fiscal year
154.7 appropriation between the Minnesota job creation fund program and the redevelopment
154.8 grant program to meet business demand.

154.9 Sec. 15. **[116J.8751] LAUNCH MINNESOTA.**

154.10 Subdivision 1. **Establishment.** Launch Minnesota is established within the Business
154.11 and Community Development Division of the Department of Employment and Economic
154.12 Development to encourage and support the development of new private sector technologies
154.13 and support the science and technology policies under section 3.222. Launch Minnesota
154.14 must provide entrepreneurs and emerging technology-based companies business development
154.15 assistance and financial assistance to spur growth.

154.16 Subd. 2. **Definitions.** (a) For purposes of this section, the terms defined in this subdivision
154.17 have the meanings given.

154.18 (b) "Advisory board" means the board established under subdivision 10.

154.19 (c) "Commissioner" means the commissioner of employment and economic development.

154.20 (d) "Department" means the Department of Employment and Economic Development.

154.21 (e) "Entrepreneur" means a Minnesota resident who is involved in establishing a business
154.22 entity and secures resources directed to its growth while bearing the risk of loss.

154.23 (f) "Greater Minnesota" means the area of Minnesota located outside of the metropolitan
154.24 area as defined in section 473.121, subdivision 2.

154.25 (g) "Innovative technology and business" means a new novel business model or product;
154.26 a derivative product incorporating new elements into an existing product; a new use for a
154.27 product; or a new process or method for the manufacture, use, or assessment of any product
154.28 or activity, patentability, or scalability. Innovative technology or business model does not
154.29 include locally based retail, lifestyle, or business services. The business must not be primarily
154.30 engaged in real estate development, insurance, banking, lending, lobbying, political
154.31 consulting, information technology consulting, wholesale or retail trade, leisure, hospitality,

155.1 transportation, construction, ethanol production from corn, or professional services provided
155.2 by attorneys, accountants, business consultants, physicians, or health care consultants.

155.3 (h) "Institution of higher education" has the meaning given in section 136A.28,
155.4 subdivision 6.

155.5 (i) "Minority group member" means a United States citizen or lawful permanent resident
155.6 who is Asian, Pacific Islander, Black, Hispanic, or Native American.

155.7 (j) "Research and development" means any activity that is:

155.8 (1) a systematic, intensive study directed toward greater knowledge or understanding
155.9 of the subject studies;

155.10 (2) a systematic study directed specifically toward applying new knowledge to meet a
155.11 recognized need; or

155.12 (3) a systematic application of knowledge toward the production of useful materials,
155.13 devices, systems and methods, including design, development and improvement of prototypes
155.14 and new processes to meet specific requirements.

155.15 (k) "Start-up" means a business entity that has been in operation for less than ten years,
155.16 has operations in Minnesota, and is in the development stage defined as devoting substantially
155.17 all of its efforts to establishing a new business and either of the following conditions exists:

155.18 (1) planned principal operations have not commenced; or

155.19 (2) planned principal operations have commenced, but have raised less than \$1,000,000
155.20 in equity financing.

155.21 (l) "Technology-related assistance" means the application and utilization of
155.22 technological-information and technologies to assist in the development and production of
155.23 new technology-related products or services or to increase the productivity or otherwise
155.24 enhance the production or delivery of existing products or services.

155.25 (m) "Trade association" means a nonprofit membership organization organized to promote
155.26 businesses and business conditions and having an election under Internal Revenue Code
155.27 section 501(c)(3) or 501(c)(6).

155.28 (n) "Veteran" has the meaning given in section 197.447.

155.29 Subd. 3. **Duties.** The commissioner, by and through Launch Minnesota, shall:

155.30 (1) support innovation and initiatives designed to accelerate the growth of innovative
155.31 technology and business start-ups in Minnesota;

156.1 (2) in partnership with other organizations, offer classes and instructional sessions on
156.2 how to start an innovative technology and business start-up;

156.3 (3) promote activities for entrepreneurs and investors regarding the state's growing
156.4 innovation economy;

156.5 (4) hold events and meetings that gather key stakeholders in the state's innovation sector;

156.6 (5) conduct outreach and education on innovation activities and related financial programs
156.7 available from the department and other organizations, particularly for underserved
156.8 communities;

156.9 (6) interact and collaborate with statewide partners including but not limited to businesses,
156.10 nonprofits, trade associations, and higher education institutions;

156.11 (7) administer an advisory board to assist with direction, grant application review,
156.12 program evaluation, report development, and partnerships;

156.13 (8) accept grant applications under subdivisions 5, 6, and 7 and work with the advisory
156.14 board to review and prioritize the applications and provide recommendations to the
156.15 commissioner; and

156.16 (9) perform other duties at the commissioner's discretion.

156.17 Subd. 4. **Administration.** (a) The director shall:

156.18 (1) assist the commissioner and the advisory board in performing the duties of Launch
156.19 Minnesota; and

156.20 (2) comply with all state and federal program requirements, and all state and federal
156.21 securities and tax laws and regulations.

156.22 (b) Launch Minnesota may occupy and lease physical space in a private coworking
156.23 facility that includes office space for staff and space for community engagement for training
156.24 entrepreneurs. The physical space leased under this paragraph is exempt from the
156.25 requirements in section 16B.24, subdivision 6.

156.26 (c) At least three times per month, Launch Minnesota staff shall communicate with
156.27 organizations in greater Minnesota that have received a grant under subdivision 7. To the
156.28 extent possible, Launch Minnesota shall form partnerships with organizations located
156.29 throughout the state.

156.30 (d) Launch Minnesota must accept grant applications under this section and provide
156.31 funding recommendations to the commissioner and the commissioner shall distribute grants
156.32 based in part on the recommendations.

157.1 Subd. 5. **Application process.** (a) The commissioner shall establish the application form
157.2 and procedures for grants.

157.3 (b) Upon receiving recommendations from Launch Minnesota, the commissioner is
157.4 responsible for evaluating all applications using evaluation criteria which shall be developed
157.5 by Launch Minnesota in consultation with the advisory board.

157.6 (c) For grants under subdivision 6, priority shall be given if the applicant is:

157.7 (1) a business or entrepreneur located in greater Minnesota; or

157.8 (2) a business owner, individual with a disability, or entrepreneur who is a woman,
157.9 veteran, or minority group member.

157.10 (d) For grants under subdivision 7, priority shall be given if the applicant is planning to
157.11 serve:

157.12 (1) businesses or entrepreneurs located in greater Minnesota; or

157.13 (2) business owners, individuals with disabilities, or entrepreneurs who are women,
157.14 veterans, or minority group members.

157.15 (e) The department staff, and not Launch Minnesota staff, are responsible for awarding
157.16 funding, disbursing funds, and monitoring grantee performance for all grants awarded under
157.17 this section.

157.18 (f) Grantees must provide matching funds by equal expenditures and grant payments
157.19 must be provided on a reimbursement basis after review of submitted receipts by the
157.20 department.

157.21 (g) Grant applications must be accepted on a regular periodic basis by Launch Minnesota
157.22 and must be reviewed by Launch Minnesota and the advisory board before being submitted
157.23 to the commissioner with their recommendations.

157.24 Subd. 6. **Innovation grants.** (a) The commissioner shall distribute innovation grants
157.25 under this subdivision.

157.26 (b) The commissioner shall provide a grant of up to \$35,000 to an eligible business or
157.27 entrepreneur for research and development expenses, direct business expenses, and the
157.28 purchase of technical assistance or services from public higher education institutions and
157.29 nonprofit entities. Research and development expenditures may include but are not limited
157.30 to proof of concept activities, intellectual property protection, prototype designs and
157.31 production, and commercial feasibility. Expenditures funded under this subdivision are not
157.32 eligible for the research and development tax credit under section 290.068. Direct business

158.1 expenses may include rent, equipment purchases, and supplier invoices. Taxes imposed by
158.2 federal, state, or local government entities may not be reimbursed under this paragraph.
158.3 Technical assistance or services must be purchased to assist in the development or
158.4 commercialization of a product or service to be eligible. Each business or entrepreneur may
158.5 receive only one grant under this paragraph.

158.6 (c) The commissioner shall provide a grant of up to \$35,000 in Phase 1 or \$50,000 in
158.7 Phase 2 to an eligible business or entrepreneur that, as a registered client of the Small
158.8 Business Innovation Research (SBIR) program, has been awarded a first time Phase 1 or
158.9 Phase 2 award pursuant to the SBIR or Small Business Technology Transfer (STTR)
158.10 programs after July 1, 2022. Each business or entrepreneur may receive only one grant per
158.11 biennium under this paragraph. Grants under this paragraph are not subject to the
158.12 requirements of subdivision 2, paragraph (k).

158.13 Subd. 7. **Entrepreneur education grants.** (a) The commissioner shall make entrepreneur
158.14 education grants to institutions of higher education and other organizations to provide
158.15 educational programming to entrepreneurs and provide outreach to and collaboration with
158.16 businesses, federal and state agencies, institutions of higher education, trade associations,
158.17 and other organizations working to advance innovative technology businesses throughout
158.18 Minnesota.

158.19 (b) Applications for entrepreneur education grants under this subdivision must be
158.20 submitted to the commissioner and evaluated by department staff other than Launch
158.21 Minnesota. The evaluation criteria must be developed by Launch Minnesota, in consultation
158.22 with the advisory board, and the commissioner, and priority must be given to an applicant
158.23 who demonstrates activity assisting business owners or entrepreneurs residing in greater
158.24 Minnesota or who are women, veterans, or minority group members.

158.25 (c) Department staff other than Launch Minnesota staff are responsible for awarding
158.26 funding, disbursing funds, and monitoring grantee performance under this subdivision.

158.27 (d) Grantees may use the grant funds to deliver the following services:

158.28 (1) development and delivery to innovative technology businesses of industry specific
158.29 or innovative product or process specific counseling on issues of business formation, market
158.30 structure, market research and strategies, securing first mover advantage or overcoming
158.31 barriers to entry, protecting intellectual property, and securing debt or equity capital. This
158.32 counseling is to be delivered in a classroom setting or using distance media presentations;

158.33 (2) outreach and education to businesses and organizations on the small business
158.34 investment tax credit program under section 116J.8737, the MNvest crowd-funding program

159.1 under section 80A.461, and other state programs that support innovative technology business
159.2 creation especially in underserved communities;

159.3 (3) collaboration with institutions of higher education, local organizations, federal and
159.4 state agencies, the Small Business Development Center, and the Small Business Assistance
159.5 Office to create and offer educational programming and ongoing counseling in greater
159.6 Minnesota that is consistent with those services offered in the metropolitan area; and

159.7 (4) events and meetings with other innovation-related organizations to inform
159.8 entrepreneurs and potential investors about Minnesota's growing innovation economy.

159.9 Subd. 8. **Report.** Launch Minnesota shall annually report by December 31 to the chairs
159.10 and ranking minority members of the committees of the house of representatives and senate
159.11 having jurisdiction over economic development policy and finance. Each report shall include
159.12 information on the work completed, including awards made by the department under this
159.13 section and progress toward transferring the activities of Launch Minnesota to an entity
159.14 outside of state government.

159.15 Subd. 9. **Advisory board.** (a) The commissioner shall establish an advisory board to
159.16 advise the director regarding the activities of Launch Minnesota, make the recommendations
159.17 described in this section, and develop and initiate a strategic plan for transferring some
159.18 activities of Launch Minnesota to a new or existing public-private partnership or nonprofit
159.19 organization outside of state government.

159.20 (b) The advisory board shall consist of ten members and is governed by section 15.059.
159.21 A minimum of seven members must be from the private sector representing business and
159.22 at least two members but no more than three members must be from government and higher
159.23 education. At least three of the members of the advisory board shall be from greater
159.24 Minnesota and at least three members shall be minority group members. Appointees shall
159.25 represent a range of interests, including entrepreneurs, large businesses, industry
159.26 organizations, investors, and both public and private small business service providers.

159.27 (c) The advisory board shall select a chair from its private sector members. The director
159.28 shall provide administrative support to the committee.

159.29 (d) The commissioner, or a designee, shall serve as an ex-officio, nonvoting member of
159.30 the advisory board.

159.31 **Sec. 16. [116J.9926] EMERGING DEVELOPER FUND PROGRAM.**

159.32 Subdivision 1. **Definitions.** (a) For the purposes of this section, the following terms have
159.33 the meanings given.

- 160.1 (b) "Commissioner" means the commissioner of employment and economic development.
- 160.2 (c) "Disadvantaged community" means a community where the median household
160.3 income is less than 80 percent of the area median income.
- 160.4 (d) "Eligible project" means a project that is based in Minnesota and meets one or more
160.5 of the following criteria:
- 160.6 (1) it will stimulate community stabilization or revitalization;
- 160.7 (2) it will be located within a census tract identified as a disadvantaged community or
160.8 low-income community;
- 160.9 (3) it will directly benefit residents of a low-income household;
- 160.10 (4) it will increase the supply and improve the condition of affordable housing and
160.11 homeownership;
- 160.12 (5) it will support the growth needs of new and existing community-based enterprises
160.13 that promote economic stability or improve the supply or quality of job opportunities; or
- 160.14 (6) it will promote wealth creation, including by being a project in a neighborhood
160.15 traditionally not served by real estate developers.
- 160.16 (e) "Emerging developer" means a developer who:
- 160.17 (1) has limited access to loans from traditional financial institutions; or
- 160.18 (2) is a new or smaller developer who has engaged in educational training in real estate
160.19 development; and
- 160.20 (3) is either a:
- 160.21 (i) minority as defined in section 116M.14, subdivision 6;
- 160.22 (ii) woman;
- 160.23 (iii) person with a disability, as defined in section 116M.14, subdivision 9; or
- 160.24 (iv) low-income person.
- 160.25 (f) "Low-income person" means a person who:
- 160.26 (1) has a household income at or below 200 percent of the federal poverty level; or
- 160.27 (2) has a family income that does not exceed 60 percent of the area median income as
160.28 determined by the United States Department of Housing and Urban Development.

161.1 (g) "Partner organization" means a community development financial institution or a
161.2 similarly qualified nonprofit corporation, as determined by the commissioner.

161.3 (h) "Program" means the emerging developer fund program created under this section.

161.4 Subd. 2. **Establishment.** The commissioner shall establish an emerging developer fund
161.5 program to make grants to partner organizations to make grants and loans to emerging
161.6 developers for eligible projects to transform neighborhoods statewide and promote economic
161.7 development and the creation and retention of jobs in Minnesota. The program must also
161.8 reduce racial and socioeconomic disparities by growing the financial capacity of emerging
161.9 developers.

161.10 Subd. 3. **Grants to partner organizations.** (a) The commissioner shall design a
161.11 competitive process to award grants to partner organizations to make grants and loans to
161.12 emerging developers under subdivision 4.

161.13 (b) A partner organization may use up to ten percent of grant funds for the administrative
161.14 costs of the program.

161.15 Subd. 4. **Grants and loans to emerging developers.** (a) Through the program, partner
161.16 organizations shall offer emerging developers predevelopment grants and predevelopment,
161.17 construction, and bridge loans for eligible projects according to a plan submitted to and
161.18 approved by the commissioner.

161.19 (b) Predevelopment grants must be for no more than \$100,000. All loans must be for no
161.20 more than \$1,000,000.

161.21 (c) Loans must be for a term set by the partner organization and approved by the
161.22 commissioner of no less than six months and no more than eight years, depending on the
161.23 use of loan proceeds.

161.24 (d) Loans must be for zero interest or an interest rate of no more than the Wall Street
161.25 Journal prime rate, as determined by the partner organization and approved by the
161.26 commissioner based on the individual project risk and type of loan sought.

161.27 (e) Loans must have flexible collateral requirements compared to traditional loans, but
161.28 may require a personal guaranty from the emerging developer and may be largely unsecured
161.29 when the appraised value of the real estate is low.

161.30 (f) Loans must have no prepayment penalties and are expected to be repaid from
161.31 permanent financing or a conventional loan, once that is secured.

162.1 (g) Loans must have the ability to bridge many types of receivables, such as tax credits,
162.2 grants, developer fees, and other forms of long-term financing.

162.3 (h) At the partner organization's request and the commissioner's discretion, an emerging
162.4 developer may be required to work with an experienced developer or professional services
162.5 consultant who can offer expertise and advice throughout the development of the project.

162.6 (i) All loan repayments must be paid into the emerging developer fund account created
162.7 in this section to fund additional loans.

162.8 Subd. 5. Eligible expenses. (a) The following are eligible expenses for a predevelopment
162.9 grant or loan under the program:

162.10 (1) earnest money or purchase deposit;

162.11 (2) building inspection fees and environmental reviews;

162.12 (3) appraisal and surveying;

162.13 (4) design and tax credit application fees;

162.14 (5) title and recording fees;

162.15 (6) site preparation, demolition, and stabilization;

162.16 (7) interim maintenance and project overhead;

162.17 (8) property taxes and insurance;

162.18 (9) construction bonds or letters of credit;

162.19 (10) market and feasibility studies; and

162.20 (11) professional fees.

162.21 (b) The following are eligible expenses for a construction or bridge loan under the
162.22 program:

162.23 (1) land or building acquisition;

162.24 (2) construction-related expenses;

162.25 (3) developer and contractor fees;

162.26 (4) site preparation, environmental cleanup, and demolition;

162.27 (5) financing fees, including title and recording;

162.28 (6) professional fees;

162.29 (7) carrying costs;

163.1 (8) construction period interest;

163.2 (9) project reserves; and

163.3 (10) leasehold improvements and equipment purchase.

163.4 Subd. 6. **Emerging developer fund account.** An emerging developer fund account is
 163.5 created in the special revenue fund in the state treasury. Money in the account is appropriated
 163.6 to the commissioner for grants to partner organizations to make loans under this section.

163.7 Subd. 7. **Reports to the legislature.** (a) By January 15 of each year, beginning in 2025,
 163.8 each partner organization shall submit a report to the commissioner on the use of program
 163.9 funds and program outcomes.

163.10 (b) By March 15 of each year, beginning in 2025, the commissioner shall submit a report
 163.11 to the chairs of the house of representatives and senate committees with jurisdiction over
 163.12 economic development on the use of program funds and program outcomes.

163.13 Sec. 17. Minnesota Statutes 2022, section 116L.361, subdivision 7, is amended to read:

163.14 Subd. 7. **Very Low income.** "Very Low income" means incomes that are at or less than
 163.15 ~~50~~ 80 percent of the area median income, adjusted for family size, as estimated by the
 163.16 Department of Housing and Urban Development.

163.17 Sec. 18. Minnesota Statutes 2022, section 116L.362, subdivision 1, is amended to read:

163.18 Subdivision 1. **Generally.** (a) The commissioner shall make grants to eligible
 163.19 organizations for programs to provide education and training services to targeted youth.
 163.20 The purpose of these programs is to provide specialized training and work experience for
 163.21 targeted youth who have not been served effectively by the current educational system. The
 163.22 programs are to include a work experience component with work projects that result in the
 163.23 rehabilitation, improvement, or construction of (1) residential units for the homeless; (2)
 163.24 improvements to the energy efficiency and environmental health of residential units and
 163.25 other green jobs purposes; (3) facilities to support community garden projects; or (4)
 163.26 education, social service, or health facilities which are owned by a public agency or a private
 163.27 nonprofit organization.

163.28 (b) Eligible facilities must principally provide services to homeless or ~~very~~ low income
 163.29 individuals and families, and include the following:

163.30 (1) Head Start or day care centers, including playhouses or similar incidental structures;

163.31 (2) homeless, battered women, or other shelters;

164.1 (3) transitional housing and tiny houses;

164.2 (4) youth or senior citizen centers;

164.3 (5) community health centers; and

164.4 (6) community garden facilities.

164.5 Two or more eligible organizations may jointly apply for a grant. The commissioner
164.6 shall administer the grant program.

164.7 Sec. 19. Minnesota Statutes 2022, section 116L.364, subdivision 3, is amended to read:

164.8 Subd. 3. **Work experience component.** A work experience component must be included
164.9 in each program. The work experience component must provide vocational skills training
164.10 in an industry where there is a viable expectation of job opportunities. A training subsidy,
164.11 living allowance, or stipend, not to exceed an amount equal to 100 percent of the poverty
164.12 line for a family of two as defined in ~~United States Code, title 42, section 673, paragraph~~
164.13 ~~(2) the final rules and regulations of the Workforce Innovation and Opportunity Act~~, may
164.14 be provided to program participants. The wage or stipend must be provided to participants
164.15 who are recipients of public assistance in a manner or amount which will not reduce public
164.16 assistance benefits. The work experience component must be designed so that work projects
164.17 result in (1) the expansion or improvement of residential units for homeless persons and
164.18 ~~very~~ low income families; (2) improvements to the energy efficiency and environmental
164.19 health of residential units; (3) facilities to support community garden projects; or (4)
164.20 rehabilitation, improvement, or construction of eligible education, social service, or health
164.21 facilities that principally serve homeless or ~~very~~ low income individuals and families. Any
164.22 work project must include direct supervision by individuals skilled in each specific vocation.
164.23 Program participants may earn credits toward the completion of their secondary education
164.24 from their participation in the work experience component.

164.25 Sec. 20. Minnesota Statutes 2022, section 116L.365, subdivision 1, is amended to read:

164.26 Subdivision 1. **Priority for housing.** Any residential or transitional housing units that
164.27 become available through a work project that is part of the program described in section
164.28 116L.364 must be allocated in the following order:

164.29 (1) homeless targeted youth who have participated in constructing, rehabilitating, or
164.30 improving the unit;

164.31 (2) homeless families with at least one dependent;

165.1 (3) other homeless individuals;

165.2 (4) other ~~very~~ low income families and individuals; and

165.3 (5) families or individuals that receive public assistance and that do not qualify in any
165.4 other priority group.

165.5 **Sec. 21. [116L.43] TARGETED POPULATIONS WORKFORCE GRANTS.**

165.6 Subdivision 1. Definitions. (a) For the purposes of this section, the following terms have
165.7 the meanings given.

165.8 (b) "Community-based organization" means a nonprofit organization that:

165.9 (1) provides workforce development programming or services;

165.10 (2) has an annual organizational budget of no more than \$1,000,000;

165.11 (3) has its primary office located in a historically underserved community of color or
165.12 low-income community; and

165.13 (4) serves a population that generally reflects the demographics of that local community.

165.14 (c) "Entry level jobs" means part-time or full-time jobs that an individual can perform
165.15 without any prior education or experience.

165.16 (d) "High wage" means the income needed for a family to cover minimum necessary
165.17 expenses in a given geographic area, including food, child care, health care, housing, and
165.18 transportation.

165.19 (e) "Industry specific certification" means a credential an individual can earn to show
165.20 proficiency in a particular area or skill.

165.21 (f) "Remedial training" means additional training provided to staff following the
165.22 identification of a need and intended to increase proficiency in performing job tasks.

165.23 (g) "Small business" has the same meaning as section 645.445.

165.24 Subd. 2. Job and entrepreneurial skills training grants. (a) The commissioner shall
165.25 establish a job and entrepreneurial skills training grant program that must provide competitive
165.26 funding to community-based organizations to provide skills training that leads to employment
165.27 or business development in high-growth industries.

165.28 (b) Eligible forms of skills training include:

165.29 (1) student tutoring and testing support services;

165.30 (2) training and employment placement in high-wage and high-growth employment;

- 166.1 (3) assistance in obtaining industry specific certifications;
- 166.2 (4) remedial training leading to enrollment in further training or education;
- 166.3 (5) real-time work experience or on-the-job training;
- 166.4 (6) career and educational counseling;
- 166.5 (7) work experience and internships;
- 166.6 (8) supportive services;
- 166.7 (9) tuition reimbursement for new entrants into public sector careers;
- 166.8 (10) career mentorship;
- 166.9 (11) postprogram case management services;
- 166.10 (12) job placement services; and
- 166.11 (13) the cost of corporate board of director training for people of color.
- 166.12 (c) Grant awards must not exceed \$750,000 per year per organization and all funding
- 166.13 awards must be made for the duration of a biennium. An organization may partner with
- 166.14 another organization to utilize grant awards, provided that the organizations must not be
- 166.15 funded to deliver the same services. Grants related to entrepreneurial skills training awarded
- 166.16 under this subdivision are not subject to section 116L.98.
- 166.17 Subd. 3. **Diversity and inclusion training for small employers.** (a) The commissioner
- 166.18 shall establish a diversity and inclusion training grant program which shall provide
- 166.19 competitive grants to small businesses for diversity and inclusion training, including the
- 166.20 creation and implementation of a plan to actively engage, hire, and retain people of color
- 166.21 for both entry level and high-wage opportunities, including management and board of
- 166.22 director positions.
- 166.23 (b) Grant awards must not exceed \$30,000 per business. A business may only receive
- 166.24 one grant for diversity and inclusion training per biennium.
- 166.25 (c) Applicants are required to submit a plan for use of the funds. Grant recipients are
- 166.26 required to submit a diversity and inclusion implementation plan after training is completed.
- 166.27 (d) Grants awarded under this subdivision are not subject to section 116L.98.
- 166.28 (e) Sections 116J.993 to 116J.995 do not apply to assistance under this subdivision.

167.1 Subd. 4. **Capacity building.** (a) The commissioner shall establish a capacity building
167.2 grant program to provide training services and funding for capacity building to
167.3 community-based organizations.

167.4 (b) Eligible uses of grant awards include covering the cost of workforce program delivery
167.5 staff, program infrastructure costs, and workforce training related service model development.

167.6 (c) Grant awards must not exceed \$50,000 per organization and are limited to one grant
167.7 per community-based organization.

167.8 (d) Grants awarded under this subdivision are not subject to section 116L.98.

167.9 (e) Grant recipients must submit a report to the commissioner outlining the use of grant
167.10 funds and the impact of that funding on the community-based organization's future ability
167.11 to provide workforce development services.

167.12 Sec. 22. Minnesota Statutes 2022, section 116L.56, subdivision 2, is amended to read:

167.13 Subd. 2. **Eligible applicant.** "Eligible applicant" means an individual who is between
167.14 the ages of 14 and ~~21~~ 24 and economically disadvantaged.

167.15 An at-risk youth who is classified as a family of one is deemed economically
167.16 disadvantaged. For purposes of eligibility determination the following individuals are
167.17 considered at risk:

167.18 (1) a pregnant or parenting youth;

167.19 (2) a youth with limited English proficiency;

167.20 (3) a potential or actual school dropout;

167.21 (4) a youth in an offender or diversion program;

167.22 (5) a public assistance recipient or a recipient of group home services;

167.23 (6) a youth with disabilities including learning disabilities;

167.24 (7) a child of drug or alcohol abusers or a youth with substance use disorder;

167.25 (8) a homeless or runaway youth;

167.26 (9) a youth with basic skills deficiency;

167.27 (10) a youth with an educational attainment of one or more levels below grade level
167.28 appropriate to age; or

167.29 (11) a foster child.

168.1 Sec. 23. Minnesota Statutes 2022, section 116L.561, subdivision 5, is amended to read:

168.2 Subd. 5. **Allocation formula.** Seventy percent of Minnesota youth program funds must
168.3 be allocated based on the county's share of economically disadvantaged youth. The remaining
168.4 30 percent must be allocated based on the county's share of population ages 14 to ~~21~~ 24.

168.5 Sec. 24. Minnesota Statutes 2022, section 116L.562, subdivision 2, is amended to read:

168.6 Subd. 2. **Definitions.** For purposes of this section:

168.7 (1) "eligible organization" or "eligible applicant" means a local government unit, nonprofit
168.8 organization, community action agency, or a public school district;

168.9 (2) "at-risk youth" means youth classified as at-risk under section 116L.56, subdivision
168.10 2; and

168.11 (3) "economically disadvantaged" means youth who are economically disadvantaged as
168.12 defined in ~~United States Code, title 29, section 1503~~ the rules and regulations of the
168.13 Workforce Innovation and Opportunity Act.

168.14 Sec. 25. Minnesota Statutes 2022, section 469.40, subdivision 11, is amended to read:

168.15 Subd. 11. **Public infrastructure project.** (a) "Public infrastructure project" means a
168.16 project financed in part or in whole with public money in order to support the medical
168.17 business entity's development plans, as identified in the DMCC development plan. A public
168.18 infrastructure project may:

168.19 (1) acquire real property and other assets associated with the real property;

168.20 (2) demolish, repair, or rehabilitate buildings;

168.21 (3) remediate land and buildings as required to prepare the property for acquisition or
168.22 development;

168.23 (4) install, construct, or reconstruct elements of public infrastructure required to support
168.24 the overall development of the destination medical center development district including;
168.25 but not limited to; streets, roadways, utilities systems and related facilities; utility relocations
168.26 and replacements; network and communication systems; streetscape improvements;
168.27 drainage systems; sewer and water systems; subgrade structures and associated
168.28 improvements; landscaping; facade construction and restoration; design and predesign,
168.29 including architectural, engineering, and similar services; legal, regulatory, and other
168.30 compliance services; construction costs, including all materials and supplies; wayfinding

169.1 and signage; community engagement; transit costs incurred on or after March 16, 2020;

169.2 and other components of community infrastructure;

169.3 (5) acquire, construct or reconstruct, and equip parking facilities and other facilities to
169.4 encourage intermodal transportation and public transit;

169.5 (6) install, construct or reconstruct, furnish, and equip parks, cultural, and recreational
169.6 facilities, facilities to promote tourism and hospitality, conferencing and conventions, and
169.7 broadcast and related multimedia infrastructure;

169.8 (7) make related site improvements including, without limitation, excavation, earth
169.9 retention, soil stabilization and correction, and site improvements to support the destination
169.10 medical center development district;

169.11 (8) prepare land for private development and to sell or lease land;

169.12 (9) provide costs of relocation benefits to occupants of acquired properties; and

169.13 (10) construct and equip all or a portion of one or more suitable structures on land owned
169.14 by the city for sale or lease to private development; provided, however, that the portion of
169.15 any structure directly financed by the city as a public infrastructure project must not be sold
169.16 or leased to a medical business entity.

169.17 (b) A public infrastructure project is not a business subsidy under section 116J.993.

169.18 (c) Public infrastructure project includes the planning, preparation, and modification of
169.19 the development plan under section 469.43. The cost of that planning, preparation, and any
169.20 modification is a capital cost of the public infrastructure project.

169.21 **EFFECTIVE DATE.** This section is effective the day following final enactment.

169.22 Sec. 26. Minnesota Statutes 2022, section 469.47, subdivision 1, is amended to read:

169.23 Subdivision 1. **Definitions.** (a) For purposes of this section, the following terms have
169.24 the meanings given them.

169.25 (b) "Commissioner" means the commissioner of employment and economic development.

169.26 (c) "Construction projects" means:

169.27 (1) for expenditures by a medical business entity, construction of buildings in the city
169.28 for which the building permit was issued after June 30, 2013; and

169.29 (2) for any other expenditures, construction of privately owned buildings and other
169.30 improvements that are undertaken pursuant to or as part of the development plan and are
169.31 located within a medical center development district.

170.1 (d) "Expenditures" means expenditures made by a medical business entity or by an
 170.2 individual or private entity on construction projects for the capital cost of the project
 170.3 including, but not limited to:

170.4 (1) design and predesign, including architectural, engineering, and similar services;

170.5 (2) legal, regulatory, and other compliance costs of the project;

170.6 (3) land acquisition, demolition of existing improvements, and other site preparation
 170.7 costs;

170.8 (4) construction costs, including all materials and supplies of the project; and

170.9 (5) equipment and furnishings that are attached to or become part of the real property.

170.10 Expenditures excludes supplies and other items with a useful life of less than a year that
 170.11 are not used or consumed in constructing improvements to real property or are otherwise
 170.12 chargeable to capital costs.

170.13 (e) "Qualified expenditures for the year" means the total certified expenditures since
 170.14 June 30, 2013, through the end of the preceding year, minus \$200,000,000.

170.15 (f) "Transit costs" means the portions of a public infrastructure project that are for public
 170.16 transit intended primarily to serve the district, ~~such as~~ including but not limited to buses
 170.17 and other means of transit, transit stations, equipment, bus charging stations or bus charging
 170.18 equipment, rights-of-way, and similar costs permitted under section 469.40, subdivision
 170.19 11. This provision includes transit costs incurred on or after March 16, 2020.

170.20 **EFFECTIVE DATE.** This section is effective the day following final enactment.

170.21 Sec. 27. Minnesota Statutes 2022, section 469.47, subdivision 5, is amended to read:

170.22 Subd. 5. **State transit aid.** (a) The city qualifies for state transit aid under this section
 170.23 if the county contributes the required local matching contribution under subdivision 6 or
 170.24 the city or county has agreed to make an equivalent contribution out of other funds for the
 170.25 year.

170.26 (b) If the city qualifies for aid under paragraph (a), the commissioner must pay the city
 170.27 the state transit aid in the amount calculated under this paragraph. The amount of the state
 170.28 transit aid for a year equals the qualified expenditures for the year, as certified by the
 170.29 commissioner, multiplied by 0.75 percent, ~~reduced by~~ subject to the amount of the required
 170.30 local contribution under subdivision 6. City or county contributions that are in excess of
 170.31 this ratio carry forward and are credited toward subsequent years. The maximum amount
 170.32 of state transit aid payable in any year is limited to no more than \$7,500,000. If the

171.1 commissioner determines that the city or county has not made the full required matching
171.2 local contribution for the year, the commissioner must pay state transit aid only ~~in proportion~~
171.3 ~~to the amount of~~ for the matching contribution made ~~for the year~~ and any unpaid amount
171.4 is a carryover aid. The carryover aid must be paid in the first year after the required matching
171.5 contribution ~~for that prior year~~ is made and in which the aid entitlement for the current year
171.6 is less than the maximum annual limit, but only to the extent the carryover, when added to
171.7 the current year aid, is less than the maximum annual limit.

171.8 (c) The commissioner, in consultation with the commissioner of management and budget,
171.9 and representatives of the city and the corporation, must establish a total limit on the amount
171.10 of state aid payable under this subdivision that will be adequate to finance, in combination
171.11 with the local contribution, \$116,000,000 of transit costs.

171.12 (d) The city must use state transit aid it receives under this subdivision for transit costs.
171.13 The city must maintain appropriate records to document the use of the funds under this
171.14 requirement.

171.15 **EFFECTIVE DATE.** This section is effective the day following final enactment.

171.16 Sec. 28. Minnesota Statutes 2022, section 469.47, subdivision 6, is amended to read:

171.17 Subd. 6. **Transit aid; local matching contribution.** (a) The required local matching
171.18 contribution for state transit aid equals the lesser of:

171.19 (1) 40 percent of the state transit aid subject to the \$7,500,000 limit under subdivision
171.20 5; or

171.21 (2) the amount that would be raised by a 0.15 percent sales tax imposed by the county
171.22 in the preceding year.

171.23 The county may impose the sales tax or the wheelage tax under section 469.46 to meet
171.24 this obligation.

171.25 (b) If the county elects not to impose any of the taxes authorized under section 469.46,
171.26 the county, or city, or both, may agree to make the local contribution out of other available
171.27 funds, other than state aid payable under this section. The commissioner of revenue must
171.28 estimate the required amount and certify it to the commissioner, city, and county.

171.29 **EFFECTIVE DATE.** This section is effective the day following final enactment.

172.1 Sec. 29. Laws 2021, First Special Session chapter 4, article 8, section 30, is amended to
172.2 read:

172.3 Sec. 30. **CLEAN ENERGY CAREERS PILOT PROJECT.**

172.4 (a) The commissioner of employment and economic development must issue a grant for
172.5 a pilot project to provide training pathways into careers in the clean energy sector for students
172.6 and young adults in underserved communities.

172.7 (b) The pilot project must develop skills in program participants, short of the level
172.8 required for licensing under Minnesota Statutes, chapter 326, that are relevant to designing,
172.9 constructing, operating, or maintaining:

172.10 (1) systems that produce renewable solar or wind energy;

172.11 (2) improvements in energy efficiency, as defined under Minnesota Statutes, section
172.12 216B.241, subdivision 1;

172.13 (3) energy storage systems, including battery technology, connected to renewable energy
172.14 facilities;

172.15 (4) infrastructure for charging all-electric or electric hybrid motor vehicles; or

172.16 (5) grid technologies that manage load and provide services to the distribution grid that
172.17 reduce energy consumption or shift demand to off-peak periods.

172.18 (c) Training must be designed to create pathways to (1) a postsecondary degree, industry
172.19 certification, or a registered apprenticeship program under Minnesota Statutes, chapter 178,
172.20 that is related to the fields in paragraph (b), and (2) stable career employment at a living
172.21 wage.

172.22 (d) Money from a grant under this section may be used for all expenses related to the
172.23 training program, including curriculum, instructors, equipment, materials, and leasing and
172.24 improving space for use by the pilot program.

172.25 (e) No later than January 15, 2022, and by January 15 of 2023 ~~and~~, 2024, and 2025,
172.26 Northgate Development, LLC, shall submit an annual report to the commissioner of
172.27 employment and economic development that must include, at a minimum, information on:

172.28 (1) program expenditures, including but not limited to amounts spent on curriculum,
172.29 instructors, equipment, materials, and leasing and improving space for use by the program;

172.30 (2) other public or private funding sources, including in-kind donations, supporting the
172.31 pilot program;

173.1 (3) the number of program participants;

173.2 (4) demographic information on program participants including but not limited to race,
173.3 age, gender, and income; and

173.4 (5) the number of program participants placed in a postsecondary program, industry
173.5 certification program, or registered apprenticeship program under Minnesota Statutes,
173.6 chapter 178.

173.7 Sec. 30. Laws 2021, First Special Session chapter 10, article 2, section 24, is amended to
173.8 read:

173.9 Sec. 24. **FORGIVABLE LOAN PROGRAM FOR REMOTE RECREATIONAL**
173.10 **BUSINESSES.**

173.11 Subdivision 1. **Establishment.** Lake of the Woods County shall establish a loan program
173.12 to make forgivable loans to eligible remote recreational businesses that experienced a loss
173.13 in revenue that is greater than 30 percent during the period between March 15, ~~2020~~ 2021,
173.14 and March 15, ~~2021~~ 2022, as compared with ~~the previous year~~ March 15, 2019, and March
173.15 15, 2020.

173.16 Subd. 2. **Definition.** For the purposes of this section, "remote recreational business"
173.17 means a business in the contiguous United States that is:

173.18 (1) a small business concern as defined under section 3 of the Small Business Act, United
173.19 States Code, title 15, section 632, operating in the recreational industry;

173.20 (2) located within 75 miles of the United States and Canadian border; and

173.21 (3) only accessible by land via Canada.

173.22 Subd. 3. **Eligibility.** To be eligible for a forgivable loan, a remote recreational business
173.23 must:

173.24 (1) have been in operation on March 15, ~~2020~~ 2021;

173.25 (2) show that the closure and ongoing COVID-19-related requirements of the United
173.26 States and Canadian border restricted the ability of American customers to access the location
173.27 of the remote recreational business; and

173.28 (3) not have received a grant under the Main Street COVID-19 relief grant program.

173.29 Subd. 4. **Application.** (a) Lake of the Woods County shall develop forms and procedures
173.30 for soliciting and reviewing applications for loans under this section.

174.1 (b) Loans shall be made before ~~April 1, 2022~~ December 30, 2023. Any funds not spent
174.2 by ~~April 1~~ December 30, 2022 2024, must be returned to the state general fund.

174.3 (c) If there are insufficient funds to pay all claims in full, the county shall distribute
174.4 funds on a prorated basis.

174.5 Subd. 5. **Maximum loan amount.** The maximum loan amount shall be equal to 75
174.6 percent of the remote recreational business's gross annual receipts for fiscal year ~~2020~~ 2021,
174.7 not to exceed \$500,000 per eligible remote recreational business.

174.8 Subd. 6. **Forgiveness.** Loans are forgiven for a remote recreational business if the
174.9 business remains in operation for at least one year after the date of the loan. Lake of the
174.10 Woods County shall forgive 100 percent of the value of a loan received less the amount the
174.11 borrower received from:

174.12 (1) any other loan forgiveness program, including any program established under the
174.13 CARES Act, Public Law 116-136; and

174.14 (2) an advance received under section 1110 of the CARES Act, United States Code, title
174.15 15, section 9009.

174.16 Subd. 7. **Report to legislature.** By ~~January 15, 2023~~ April 30, 2024, Lake of the Woods
174.17 County shall report to the legislative committees with jurisdiction over economic
174.18 development policy and finance on the loans provided to remote recreational businesses
174.19 under this section.

174.20 **EFFECTIVE DATE.** This section is effective the day following final enactment.

174.21 Sec. 31. **MINNESOTA EMPLOYER REASONABLE ACCOMMODATION FUND.**

174.22 **Subdivision 1. Definitions.** (a) For the purposes of this section, the terms defined in this
174.23 subdivision have the meanings given.

174.24 (b) "Applicant" means any person, whether employed or unemployed, seeking or entering
174.25 into any arrangement for employment or change of employment with an eligible employer.

174.26 (c) "Commissioner" means the commissioner of employment and economic development.

174.27 (d) "Eligible employer" means an employer domiciled within the legal boundaries of
174.28 Minnesota and having its principal place of business as identified in its certificate of
174.29 incorporation in the state of Minnesota who:

174.30 (1) employs not more than 500 employees on any business day during the preceding
174.31 calendar year; and

175.1 (2) generates \$5,000,000 or less in gross annual revenue.

175.2 (e) "Employee" has the meaning given in Minnesota Statutes, section 363A.03,
175.3 subdivision 15.

175.4 (f) "Individual with a disability" has the meaning given to "qualified disabled person"
175.5 in Minnesota Statutes, section 363A.03, subdivision 36.

175.6 (g) "Reasonable accommodation" has the meaning given in Minnesota Statutes, section
175.7 363A.08, subdivision 6.

175.8 Subd. 2. **Reimbursement grant program established.** The commissioner shall establish
175.9 a reasonable accommodation reimbursement grant program that reimburses eligible
175.10 employers for the cost of expenses incurred in providing reasonable accommodations for
175.11 individuals with a disability who are either applicants or employees of the eligible employer.

175.12 Subd. 3. **Application.** (a) The commissioner must develop forms and procedures for
175.13 soliciting and reviewing applications for reimbursement under this section.

175.14 (b) The program shall award reimbursements to eligible employers to the extent that
175.15 funds are available in the account established under subdivision 5 for this purpose.

175.16 (c) Applications shall be processed on a first-received, first-processed basis within each
175.17 fiscal year until funding is exhausted. Applications received after funding has been exhausted
175.18 in a fiscal year are not eligible for reimbursement.

175.19 (d) Documentation for reimbursement shall be provided by eligible employers in a form
175.20 approved by the commissioner.

175.21 Subd. 4. **Reimbursement awards.** The maximum total reimbursement per eligible
175.22 employer in a fiscal year is \$30,000 and:

175.23 (1) submissions for onetime reasonable accommodation expenses must be no less than
175.24 \$250 and no more than \$15,000 per individual with a disability; and

175.25 (2) submissions for ongoing reasonable accommodation expenses have no minimum or
175.26 maximum requirements.

175.27 Subd. 5. **Employer reasonable accommodation fund account established.** The
175.28 employer reasonable accommodation fund account is created as an account in the special
175.29 revenue fund. Money in the account is appropriated to the commissioner for the purposes
175.30 of reimbursing eligible employers under this section.

175.31 Subd. 6. **Technical assistance and consultation.** The commissioner may provide
175.32 technical assistance regarding requests for reasonable accommodations.

176.1 Subd. 7. **Administration and marketing costs.** The commissioner may use up to 20
176.2 percent of the biennial appropriation for administration and marketing of this section.

176.3 Subd. 8. **Notification.** By September 1, 2023, or within 60 days following final enactment,
176.4 whichever is later, and each year thereafter by June 30, the commissioner shall make publicly
176.5 available information regarding the availability of funds for reasonable accommodation
176.6 reimbursement and the procedure for requesting reimbursement under this section.

176.7 Subd. 9. **Reports to the legislature.** By January 15, 2024, and each January 15 thereafter
176.8 until expiration, the commissioner must submit a report to the chairs and ranking minority
176.9 members of the house of representatives and the senate committees with jurisdiction over
176.10 workforce development that details the use of grant funds. This report must include data on
176.11 the number of employer reimbursements the program made in the preceding calendar year.
176.12 The report must include:

176.13 (1) the number and type of accommodations requested;

176.14 (2) the cost of accommodations requested;

176.15 (3) the employers from which the requests were made;

176.16 (4) the number and type of accommodations that were denied and why;

176.17 (5) any remaining balance left in the account; and

176.18 (6) if the account was depleted, the date on which funds were exhausted and the number,
176.19 type, and cost of accommodations that were not reimbursed to employers.

176.20 Subd. 10. **Expiration.** This section expires June 30, 2025, or when money appropriated
176.21 for its purpose expires, whichever is later.

176.22 Sec. 32. **CANADIAN BORDER COUNTIES ECONOMIC RELIEF PROGRAM.**

176.23 Subdivision 1. **Relief program established.** The Northland Foundation must develop
176.24 and implement a Canadian border counties economic relief program to assist businesses
176.25 adversely affected by the 2021 closure of the Boundary Waters Canoe Area Wilderness or
176.26 the closures of the Canadian border since 2020.

176.27 Subd. 2. **Available relief.** (a) The economic relief program established under this section
176.28 may include grants provided in this section to the extent that funds are available. Before
176.29 awarding a grant to the Northland Foundation for the relief program under this section:

176.30 (1) the Northland Foundation must develop criteria, procedures, and requirements for:

176.31 (i) determining eligibility for assistance;

- 177.1 (ii) evaluating applications for assistance;
- 177.2 (iii) awarding assistance; and
- 177.3 (iv) administering the grant program authorized under this section;
- 177.4 (2) the Northland Foundation must submit its criteria, procedures, and requirements
177.5 developed under clause (1) to the commissioner of employment and economic development
177.6 for review; and
- 177.7 (3) the commissioner must approve the criteria, procedures, and requirements submitted
177.8 under clause (2).
- 177.9 (b) The maximum grant to a business under this section is \$50,000 per business.
- 177.10 Subd. 3. **Qualification requirements.** To qualify for assistance under this section, a
177.11 business must:
- 177.12 (1) be located within a county that shares a border with Canada;
- 177.13 (2) document a reduction of at least ten percent in gross receipts in 2021 compared to
177.14 2019; and
- 177.15 (3) provide a written explanation for how the 2021 closure of the Boundary Waters
177.16 Canoe Area Wilderness or the closures of the Canadian border since 2020 resulted in the
177.17 reduction in gross receipts documented under clause (2).
- 177.18 Subd. 4. **Monitoring.** (a) The Northland Foundation must establish performance
177.19 measures, including but not limited to the following components:
- 177.20 (1) the number of grants awarded and award amounts for each grant;
- 177.21 (2) the number of jobs created or retained as a result of the assistance, including
177.22 information on the wages and benefit levels, the status of the jobs as full time or part time,
177.23 and the status of the jobs as temporary or permanent;
- 177.24 (3) the amount of business activity and changes in gross revenues of the grant recipient
177.25 as a result of the assistance; and
- 177.26 (4) the new tax revenue generated as a result of the assistance.
- 177.27 (b) The commissioner of employment and economic development must monitor the
177.28 Northland Foundation's compliance with this section and the performance measures
177.29 developed under paragraph (a).
- 177.30 (c) The Northland Foundation must comply with all requests made by the commissioner
177.31 under this section.

178.1 Subd. 5. **Business subsidy requirements.** Minnesota Statutes, sections 116J.993 to
178.2 116J.995, do not apply to assistance under this section. Businesses in receipt of assistance
178.3 under this section must provide for job creation and retention goals, and wage and benefit
178.4 goals.

178.5 Subd. 6. **Administrative costs.** The commissioner of employment and economic
178.6 development may use up to one percent of the appropriation made for this section for
178.7 administrative expenses of the department.

178.8 **EFFECTIVE DATE.** This section is effective July 1, 2023, and expires June 30, 2024.

178.9 Sec. 33. **COMMUNITY WEALTH-BUILDING GRANT PROGRAM PILOT**
178.10 **PROJECT.**

178.11 Subdivision 1. **Definitions.** (a) For the purposes of this section, the following terms have
178.12 the meanings given.

178.13 (b) "Commissioner" means the commissioner of employment and economic development.

178.14 (c) "Community business" means a cooperative, an employee-owned business, or a
178.15 commercial land trust that is at least 51 percent owned by individuals from targeted groups.

178.16 (d) "Partner organization" means a community development financial institution or
178.17 nonprofit corporation.

178.18 (e) "Program" means the community wealth-building grant program created under this
178.19 section.

178.20 (f) "Targeted groups" means persons who are Black, Indigenous, People of Color,
178.21 immigrants, low-income, women, veterans, or persons with disabilities.

178.22 Subd. 2. **Establishment.** The commissioner shall establish a community wealth-building
178.23 grant program to award grants to partner organizations to fund low-interest loans to
178.24 community businesses. The program must encourage tax-base revitalization, private
178.25 investment, job creation for targeted groups, creation and strengthening of business
178.26 enterprises, assistance to displaced businesses, and promotion of economic development in
178.27 low-income areas.

178.28 Subd. 3. **Administration.** (a) The commissioner shall ensure that loans through the
178.29 program will fund community businesses statewide and shall make reasonable attempts to
178.30 balance the amount of funding available to community businesses inside and outside of the
178.31 metropolitan area as defined under section 473.121, subdivision 2.

179.1 (b) Partner organizations that receive grants under this subdivision shall use up to ten
179.2 percent of their award to provide specialized technical and legal assistance, either directly
179.3 or through a partnership with organizations with expertise in shared ownership structures,
179.4 to community businesses and businesses in the process of transitioning to community
179.5 ownership.

179.6 Subd. 4. **Loans to community businesses.** (a) A partner organization that receives a
179.7 grant under subdivision 3 shall establish a plan for making low-interest loans to community
179.8 businesses. The plan requires approval by the commissioner.

179.9 (b) Under the plan:

179.10 (1) the state contribution to each loan shall be no less than \$50,000 and no more than
179.11 \$500,000;

179.12 (2) loans shall be made for projects that are unlikely to be undertaken unless a loan is
179.13 received under the program;

179.14 (3) priority shall be given to loans to businesses in the lowest income areas;

179.15 (4) the interest rate on a loan shall not be higher than the Wall Street Journal prime rate;

179.16 (5) 50 percent of all repayments of principal on a loan under the program shall be used
179.17 to fund additional lending. The partner organization may retain the remainder of loan
179.18 repayments to service loans and provide further technical assistance;

179.19 (6) the partner organization may charge a loan origination fee of no more than one
179.20 percent of the loan value and may retain that origination fee; and

179.21 (7) a partner organization may not make a loan to a project in which it has an ownership
179.22 interest.

179.23 Subd. 5. **Reports.** (a) The partner organization shall submit a report to the commissioner
179.24 by January 31 of 2024, 2025, and 2026. The report shall include:

179.25 (1) an account of all loans made through the program the preceding calendar year and
179.26 the impact of those loans on community businesses and job creation for targeted groups;

179.27 (2) information on the source and amount of money collected and distributed under the
179.28 program, its assets and liabilities, and an explanation of administrative expenses; and

179.29 (3) an independent audit of grant funds performed in accordance with generally accepted
179.30 accounting practices and auditing standards.

180.1 (b) By February 15 of 2024, 2025, and 2026, the commissioner shall submit a report to
 180.2 the chairs and ranking minority members of the legislative committees with jurisdiction
 180.3 over workforce and economic development on program outcomes, including copies of all
 180.4 reports received under paragraph (a).

180.5 Sec. 34. **REPEALER.**

180.6 Laws 2019, First Special Session chapter 7, article 2, section 8, as amended by Laws
 180.7 2021, First Special Session chapter 10, article 2, section 19, is repealed.

180.8 **ARTICLE 16**
 180.9 **EXPLORE MINNESOTA**

180.10 Section 1. Minnesota Statutes 2022, section 116U.05, is amended to read:

180.11 **116U.05 EXPLORE MINNESOTA TOURISM.**

180.12 ~~Explore Minnesota Tourism is created~~ as an office in the executive branch with a director
 180.13 appointed by the governor. The director is under the supervision of the commissioner of
 180.14 employment and economic development and oversees Explore Minnesota Tourism and
 180.15 Explore Minnesota for Business divisions. The director serves in the unclassified service
 180.16 and must be qualified by experience and training in ~~travel and tourism~~ related fields.

180.17 Sec. 2. **[116U.06] EXPLORE MINNESOTA TOURISM.**

180.18 Explore Minnesota Tourism is a division of Explore Minnesota and exists to support
 180.19 Minnesota's economy through promotion and facilitation of travel to and within the state
 180.20 of Minnesota.

180.21 Sec. 3. **[116U.07] EXPLORE MINNESOTA FOR BUSINESS.**

180.22 Explore Minnesota for Business is a division of Explore Minnesota. Its mission is to
 180.23 promote overall livability and workforce and economic opportunity in Minnesota. Explore
 180.24 Minnesota for Business works in conjunction with the department of employment and
 180.25 economic development to establish and meet statewide goals in these areas.

180.26 Sec. 4. Minnesota Statutes 2022, section 116U.10, is amended to read:

180.27 **116U.10 DEFINITIONS.**

180.28 Subdivision 1. **Scope.** ~~As used in~~ For the purposes of this chapter, the terms ~~defined in~~
 180.29 this section have the meanings given them.

181.1 Subd. 2. **Director.** "Director" means the executive director of Explore Minnesota
181.2 ~~Tourism~~.

181.3 Subd. 3. **Office.** "Office" means Explore Minnesota ~~Tourism~~.

181.4 Sec. 5. Minnesota Statutes 2022, section 116U.15, is amended to read:

181.5 **116U.15 MISSION.**

181.6 (a) The mission of Explore Minnesota ~~Tourism~~ is to promote and facilitate increased
181.7 travel to and within the state of Minnesota, promote overall livability, and promote workforce
181.8 and economic opportunity in Minnesota. To further the mission of Explore Minnesota, the
181.9 office is advised by councils focused on tourism and talent attraction and business marketing.
181.10 Its goals are to:

181.11 (1) expand public and private partnerships through increased interagency efforts and
181.12 increased tourism and business industry participation;

181.13 (2) increase productivity through enhanced flexibility and options; and

181.14 (3) use innovative fiscal and human resource practices to manage the state's resources
181.15 and operate the office as efficiently as possible.

181.16 (b) The director shall report to the legislature on the performance of the office's operations
181.17 and the accomplishment of its goals in the office's biennial budget according to section
181.18 16A.10, subdivision 1.

181.19 Sec. 6. Minnesota Statutes 2022, section 116U.20, is amended to read:

181.20 **116U.20 ORGANIZATION.**

181.21 The director shall:

181.22 (1) employ assistants and other officers, employees, and agents that the director considers
181.23 necessary to discharge the functions of the office; ~~and~~

181.24 (2) define the duties of the officers, employees, and agents, and delegate to them any of
181.25 the director's powers, duties, and responsibilities, subject to the director's control and under
181.26 conditions prescribed by the director;

181.27 (3) oversee the overall strategy and budgets of the Tourism and Business divisions; and

181.28 (4) chair or cochair and oversee the Tourism and Business councils.

182.1 **Sec. 7. [116U.24] EXPLORE MINNESOTA COUNCILS.**

182.2 (a) The director shall be advised by the Explore Minnesota Tourism Council and Explore
182.3 Minnesota for Business Council, each consisting of voting members appointed by the
182.4 governor for four-year terms. The director of Explore Minnesota serves as the chair or
182.5 cochair of each council. The director may assign employees of the office to participate in
182.6 oversight of council operations.

182.7 (b) Each council shall act to serve the broader interests of the council's divisions by
182.8 promoting activities and programs of the office that support, maintain, and expand the state's
182.9 domestic and international travel and trade markets, thereby generating increased visitor
182.10 expenditures, revenue, and employment.

182.11 (c) Filling of membership vacancies is as provided in section 15.059. The terms of
182.12 one-half of the members shall be coterminous with the governor, and the terms of the
182.13 remaining one-half of the members shall end on the first Monday in January one year after
182.14 the terms of the other members. Members may serve until their successors are appointed
182.15 and qualify. Members are not compensated. A member may be reappointed.

182.16 (d) The council shall meet at least four times per year and at other times determined by
182.17 each council.

182.18 (e) If compliance with section 13D.02 is impractical, the Explore Minnesota councils
182.19 may conduct a meeting of their members by telephone or other electronic means so long as
182.20 the following conditions are met:

182.21 (1) all members of each council participating in the meeting, wherever their physical
182.22 location, can hear one another and can hear all discussion and testimony;

182.23 (2) members of the public present at the regular meeting location of the council can hear
182.24 clearly all discussion and testimony and all votes of members of each council and, if needed,
182.25 receive those services required by sections 15.44 and 15.441;

182.26 (3) at least one member of each council is physically present at the regular meeting
182.27 location; and

182.28 (4) all votes are conducted by roll call, so each member's vote on each issue can be
182.29 identified and recorded.

182.30 (f) Each member of each council participating in a meeting by telephone or other
182.31 electronic means is considered present at the meeting for purposes of determining a quorum
182.32 and participating in all proceedings.

183.1 (g) If telephone or other electronic means is used to conduct a meeting, each council, to
183.2 the extent practicable, shall allow a person to monitor the meeting electronically from a
183.3 remote location. Each council may require the person making such a connection to pay for
183.4 documented marginal costs that each council incurs as a result of the additional connection.

183.5 (h) If telephone or other electronic means is used to conduct a regular, special, or
183.6 emergency meeting, the council shall provide notice of the regular meeting location, of the
183.7 fact that some members may participate by telephone or other electronic means, and whether
183.8 a cost will be incurred under paragraph (f). The timing and method of providing notice is
183.9 governed by section 13D.04.

183.10 **Sec. 8. [116U.242] EXPLORE MINNESOTA FOR BUSINESS COUNCIL.**

183.11 (a) The director shall be advised by the Explore Minnesota for Business Council
183.12 consisting of up to 14 voting members appointed by the governor for four-year terms,
183.13 including:

183.14 (1) the director of Explore Minnesota and the commissioner of employment and economic
183.15 development, who serve as cochairs;

183.16 (2) three representatives in marketing, human resources, or executive leadership from
183.17 Minnesota-based companies with more than 100 employees representing Minnesota's key
183.18 industries, including health care, technology, food and agriculture, manufacturing, retail,
183.19 energy, and support services;

183.20 (3) two representatives from statewide or regional marketing or business association
183.21 leadership, the Iron Range, and nonprofits focused on economic development or human
183.22 resource management;

183.23 (4) one representative from a Minnesota college or university staff, faculty, leadership,
183.24 student leadership, or alumni association;

183.25 (5) one member representing Minnesota's start-up and entrepreneurial industry who has
183.26 started at least one Minnesota-based business in the last five years and has at least 20
183.27 employees;

183.28 (6) two representatives from the Minnesota Indian Affairs Council and Minnesota Tribal
183.29 leadership, including casino management;

183.30 (7) two representatives from Minnesota's Ethnic Chambers of Commerce Leadership
183.31 and the Minnesota Chamber of Commerce; and

184.1 (8) one at-large representative in the field of general marketing, talent attraction, or
 184.2 economic development.

184.3 (b) The council shall act to serve the broader interest of promoting overall livability and
 184.4 workforce and economic opportunity in Minnesota. Members shall advise Explore Minnesota
 184.5 for Business' marketing efforts by emphasizing and prioritizing diversity, equity, inclusion,
 184.6 and accessibility and providing professional marketing insights.

184.7 Sec. 9. Minnesota Statutes 2022, section 116U.30, is amended to read:

184.8 **116U.30 DUTIES OF DIRECTOR.**

184.9 (a) The director shall:

184.10 (1) publish, disseminate, and distribute informational and promotional materials;

184.11 (2) promote and encourage the coordination of Minnesota travel, tourism, overall
 184.12 livability, and workforce and economic opportunity promotion efforts with other state
 184.13 agencies and develop multiagency marketing strategies when appropriate;

184.14 (3) promote and encourage the expansion and development of international tourism,
 184.15 trade, and Minnesota livability marketing;

184.16 (4) advertise and disseminate information about Minnesota travel, tourism, and workforce
 184.17 and economic development opportunities;

184.18 (5) aid various local communities to improve their travel, tourism, and overall livability
 184.19 marketing programs;

184.20 (6) coordinate and implement a comprehensive state travel, tourism, workforce and
 184.21 economic development, and overall livability marketing ~~program~~ programs that ~~takes~~ take
 184.22 into consideration public and private businesses and attractions;

184.23 (7) contract, in accordance with section 16C.08, for professional services if the work or
 184.24 services cannot be satisfactorily performed by employees of the agency or by any other
 184.25 state agency;

184.26 (8) provide local, regional, and statewide ~~tourism~~ organizations with information,
 184.27 technical assistance, training, and advice on using state tourism and livability information
 184.28 and programs; and

184.29 (9) generally gather, compile, and make available statistical information relating to
 184.30 Minnesota travel, tourism, workforce and economic development, overall livability, and
 184.31 related areas in this state, ~~with~~. The director has the authority to call upon other state agencies

185.1 for statistical data and results obtained by them and to arrange and compile that statistical
185.2 information.

185.3 (b) The director may:

185.4 (1) apply for, receive, and spend money for travel, tourism, workforce and economic
185.5 development, and overall livability development and marketing from other agencies ~~and~~
185.6 ~~tourism~~, organizations, and businesses;

185.7 (2) apply for, accept, and disburse grants and other aids for tourism development and
185.8 marketing from the federal government and other sources;

185.9 (3) enter into joint powers or cooperative agreements with agencies of the federal
185.10 government, local governmental units, regional development commissions, other state
185.11 agencies, the University of Minnesota and other educational institutions, other states,
185.12 Canadian provinces, and local, statewide, and regional ~~tourism~~ organizations as necessary
185.13 to perform the director's duties;

185.14 (4) enter into interagency agreements and agree to share net revenues with the contributing
185.15 agencies;

185.16 (5) make grants;

185.17 (6) conduct market research and analysis to improve marketing techniques in the area
185.18 of travel, tourism, workforce and economic development, and overall livability;

185.19 (7) monitor and study trends in the ~~tourism industry~~ related industries and provide
185.20 resources and training to address change;

185.21 (8) annually convene conferences of Minnesota ~~tourism~~ providers for the purposes of
185.22 exchanging information on tourism development, coordinating marketing activities, and
185.23 formulating tourism, overall livability, and workforce and economic opportunity promotion
185.24 development strategies; and

185.25 (9) enter into ~~tourism~~ promotion contracts or other agreements with private persons and
185.26 public entities, including agreements to establish and maintain offices and other types of
185.27 representation in foreign countries; to promote international travel and to implement this
185.28 chapter.

185.29 (c) Contracts for goods and nonprofessional technical services made under paragraph
185.30 (b), clauses (3) and (9), are not subject to the provisions of sections 16C.03, subdivision 3,
185.31 and 16C.06 concerning competitive bidding and section 16C.055 concerning barter
185.32 arrangements. ~~Unless otherwise determined by the commissioner of administration, all other~~

186.1 ~~provisions of chapter 16C apply to this section, including section 16C.08, relating to~~
 186.2 ~~professional and technical services. Contracts may be negotiated and are not subject to the~~
 186.3 ~~provisions of chapter 16C relating to competitive bidding.~~

186.4 Sec. 10. Minnesota Statutes 2022, section 116U.35, is amended to read:

186.5 **116U.35 PROMOTIONAL EXPENSES.**

186.6 To promote travel, tourism, workforce and economic development, and overall livability
 186.7 of the state, the director may expend money appropriated by the legislature for these purposes
 186.8 in the same manner as private persons, firms, corporations, and associations make
 186.9 expenditures for these purposes. Policies on promotional expenses must be approved by the
 186.10 ~~Explore Minnesota Tourism Council~~ and the commissioner of administration. A policy for
 186.11 expenditures on food, lodging, and travel must be approved by the commissioner of
 186.12 management and budget. No money may be expended for the appearance in radio or
 186.13 television broadcasts by an elected public official.

186.14 **ARTICLE 17**
 186.15 **CAPITOL AREA**

186.16 Section 1. **CAPITOL AREA COMMUNITY VITALITY TASK FORCE;**
 186.17 **APPROPRIATION.**

186.18 Subdivision 1. **Task force established; membership.** (a) A Capitol Area Community
 186.19 Vitality Task Force is established. The task force consists of the following members:

186.20 (1) the executive secretary of the Capitol Area Architectural and Planning Board;

186.21 (2) one member of the Capitol Area Architectural and Planning Board, appointed by the
 186.22 board;

186.23 (3) two members of the house of representatives appointed by the speaker of the house,
 186.24 of whom one must be a member of the majority caucus of the house, and one must be a
 186.25 member of the minority caucus of the house;

186.26 (4) two members of the senate appointed by the majority leader of the senate, of whom
 186.27 one must be a member of the majority caucus of the senate, and one must be a member of
 186.28 the minority caucus of the senate;

186.29 (5) four members who are residents, businesspeople, or members of local organizations
 186.30 in the Capitol Area, appointed by the mayor of St. Paul; and

186.31 (6) one member of the public appointed by the governor.

187.1 (b) The task force must elect a chair and other officers from among its members.

187.2 Appointments to the task force must be made no later than July 15, 2023. The executive
187.3 secretary of the Capitol Area Architectural and Planning Board must convene the first
187.4 meeting of the task force no later than August 15, 2023.

187.5 (c) As used in this section, "Capitol Area" includes that part of the city of St. Paul within
187.6 the boundaries described in Minnesota Statutes, section 15B.02.

187.7 Subd. 2. **Terms; compensation.** The terms and compensation of members of the task
187.8 force are governed by Minnesota Statutes, section 15.059, subdivision 6.

187.9 Subd. 3. **Administrative support.** The Capitol Area Architectural and Planning Board
187.10 must provide administrative support to assist the task force in its work.

187.11 Subd. 4. **Duties; report.** The task force must consider and develop recommendations
187.12 for the administration, program plan, and oversight of the Capitol Area community vitality
187.13 account established by this act. The task force must submit its recommendations to the
187.14 Capitol Area Architectural and Planning Board for approval. A report including the approved
187.15 recommendations must be submitted by the Capitol Area Architectural and Planning Board
187.16 to the chairs and ranking minority members of the committees of the legislature with
187.17 jurisdiction over the board no later than February 1, 2024.

187.18 Subd. 5. **Expiration.** Notwithstanding Minnesota Statutes, section 15.059, subdivision
187.19 6, the task force expires upon submission of the report required by subdivision 4.

187.20 Subd. 6. **Appropriation.** \$150,000 in fiscal year 2024 is appropriated from the general
187.21 fund to the Capitol Area Architectural and Planning Board to support the work of the task
187.22 force, including but not limited to payment of fees and other expenses necessary to retain
187.23 appropriate professional consultants, conduct public meetings, and facilitate other activities
187.24 as requested by the task force.

187.25 Sec. 2. **CAPITOL AREA COMMUNITY VITALITY ACCOUNT.**

187.26 Subdivision 1. **Account established; appropriation.** (a) A Capitol Area community
187.27 vitality account is established in the special revenue fund. Money in the account is
187.28 appropriated to the commissioner of administration to improve the livability, economic
187.29 health, and safety of communities within the Capitol Area, provided that no funds may be
187.30 expended until a detailed program and oversight plan to govern their use, in accordance
187.31 with the spending recommendations of the Capitol Area Community Vitality Task Force
187.32 as approved by the Capitol Area Architectural and Planning Board, has been further approved
187.33 by law.

188.1 (b) As used in this section, "Capitol Area" includes that part of the city of St. Paul within
188.2 the boundaries described in Minnesota Statutes, section 15B.02.

188.3 Subd. 2. **Appropriation.** \$5,000,000 in fiscal year 2024 is transferred from the general
188.4 fund to the Capitol Area community vitality account.

188.5 **ARTICLE 18**
188.6 **PROMISE ACT**

188.7 Section 1. **TITLE.**

188.8 This article shall be known as the "Providing Resources and Opportunity and Maximizing
188.9 Investments in Striving Entrepreneurs (PROMISE) Act."

188.10 Sec. 2. **PROMISE GRANT PROGRAM.**

188.11 Subdivision 1. **Definitions.** (a) For the purposes of this section, the following terms have
188.12 the meanings given.

188.13 (b) "Business" means both for-profit businesses and nonprofit organizations that earn
188.14 revenue in ways similar to businesses.

188.15 (c) "Commissioner" means the commissioner of employment and economic development.

188.16 (d) "Partner organization" or "partner" means the Minnesota Initiative Foundations and
188.17 nonprofit corporations receiving grants to provide grants to businesses under this section.

188.18 (e) "Program" means the PROMISE grant program under this section.

188.19 Subd. 2. **Establishment.** The commissioner shall establish the PROMISE grant program
188.20 to make grants to partner organizations to make grants to businesses in communities that
188.21 have been adversely affected by structural racial discrimination, civil unrest, lack of access
188.22 to capital, loss of population or an aging population, or lack of regional economic
188.23 diversification.

188.24 Subd. 3. **Grants to partner organizations.** (a) The commissioner shall make grants to
188.25 partner organizations to provide grants to businesses under subdivision 4 using criteria,
188.26 forms, applications, and reporting requirements developed by the commissioner.

188.27 (b) Up to five percent of a grant under this subdivision may be used by the partner
188.28 organization for administration and monitoring of the program, and three percent of a grant
188.29 shall be used by the partner organization for technical assistance to grantees for help with
188.30 language, culture, and technology.

189.1 (c) Any money not spent by partner organizations by June 30, 2027, must be returned
189.2 to the commissioner and canceled back to the general fund.

189.3 Subd. 4. **Grants to businesses.** (a) Partners shall make grants to businesses using criteria,
189.4 forms, applications, and reporting requirements developed by the partner organization and
189.5 approved by the commissioner.

189.6 (b) To be eligible for a grant under this subdivision, a business must:

189.7 (1) have primary business operations located in the state of Minnesota;

189.8 (2) be located in a community that has been adversely affected by structural racial
189.9 discrimination, civil unrest, lack of access to capital, a loss of population or an aging
189.10 population, or a lack of regional economic diversification; and

189.11 (3) have a gross annual revenue of \$750,000 or less based on 2021 taxes.

189.12 (c) Preference shall be given to businesses that did not receive previous assistance of
189.13 more than \$10,000 cumulatively from the state under:

189.14 (1) the governor's Executive Order No. 20-15;

189.15 (2) Laws 2020, First Special Session chapter 1, section 4;

189.16 (3) Laws 2020, Seventh Special Session chapter 2, article 4 or 5; or

189.17 (4) Laws 2021, First Special Session chapter 10, article 2, section 22.

189.18 (d) Preference shall be given to businesses that are able to demonstrate financial hardship.

189.19 (e) Grants under this subdivision must not exceed:

189.20 (1) \$10,000 for businesses with a gross revenue in the prior year of \$100,000 or less;

189.21 (2) \$25,000 for businesses with a gross revenue in the prior year of more than \$100,000
189.22 but no more than \$350,000; and

189.23 (3) \$50,000 for businesses with a gross revenue in the prior year of more than \$350,000
189.24 but no more than \$750,000.

189.25 (f) No business or individual may receive more than one grant under this section.

189.26 (g) Grant money may be used for working capital to support payroll expenses, rent or
189.27 mortgage payments, utility bills, equipment, and other similar expenses that occur in the
189.28 regular course of business.

189.29 Subd. 5. **Grant requirements.** All grants to businesses under this section are subject to
189.30 the grant-making requirements in sections 16B.97, 16B.98, and 16B.991.

190.1 Subd. 6. **Reports.** (a) By January 31, 2026, partner organizations participating in the
190.2 program must provide a report to the commissioner that includes descriptions of the
190.3 businesses supported by the program, the amounts granted, and an explanation of
190.4 administrative expenses.

190.5 (b) By March 15, 2026, the commissioner must report to the legislative committees in
190.6 the house of representatives and senate with jurisdiction over economic development about
190.7 grants made under this section based on the information received under paragraph (a).

190.8 Subd. 7. **Expiration.** This section expires December 31, 2027.

190.9 Sec. 3. **PROMISE LOAN PROGRAM.**

190.10 Subdivision 1. **Definitions.** (a) For the purposes of this section, the following terms have
190.11 the meanings given.

190.12 (b) "Borrower" means an eligible recipient receiving a loan under this section.

190.13 (c) "Commissioner" means the commissioner of employment and economic development.

190.14 (d) "Eligible project" means the development, redevelopment, demolition, site preparation,
190.15 predesign, design, engineering, repair, land acquisition, relocation, or renovation of real
190.16 property or capital improvements. Eligible project includes but is not limited to construction
190.17 of buildings, infrastructure, related site amenities, landscaping, and street-scaping.

190.18 (e) "Eligible recipient" means a:

190.19 (1) business;

190.20 (2) nonprofit organization; or

190.21 (3) developer that is seeking funding to complete an eligible project. Eligible recipient
190.22 does not include a partner organization or a local unit of government.

190.23 Eligible recipients must: (i) have primary operations located in the state of Minnesota; (ii)
190.24 have gross annual revenue of less than \$1,000,000 based on 2021 taxes; and (iii) be located
190.25 in a community that has been adversely affected by structural racial discrimination, civil
190.26 unrest, lack of access to capital, a loss of population or an aging population, or a lack of
190.27 regional economic diversification.

190.28 (f) "Partner organization" or "Partner" means the Minnesota Initiative Foundations and
190.29 nonprofit corporations receiving grants to provide loans under this section.

190.30 (g) "Program" means the PROMISE loan program under this section.

191.1 (h) "Redevelopment" means the acquisition of real property; site preparation; predesign,
191.2 design, engineering, repair, or renovation of facilities façade improvements, and construction
191.3 of buildings, infrastructure, and related site amenities; landscaping; street-scaping;
191.4 land-banking for future development or redevelopment; or financing any of these activities
191.5 taken on by a private party pursuant to an agreement with the city. Redevelopment does not
191.6 include project costs that have received compensation or assistance available through
191.7 insurance policies or from other organizations or government agencies.

191.8 Subd. 2. **Establishment.** The commissioner shall establish the PROMISE loan program
191.9 to make grants to partner organizations to make loans to eligible recipients in communities
191.10 that have been adversely affected by structural racial discrimination, civil unrest, lack of
191.11 access to capital, a loss of population or an aging population, or a lack of regional economic
191.12 diversification.

191.13 Subd. 3. **Grants to partner organizations.** (a) The commissioner shall make grants to
191.14 partner organizations to provide loans to eligible recipients as specified under this section.

191.15 (b) Up to five percent of a grant under this subdivision may be used by the partner
191.16 organization for administration and monitoring of the program, and up to three percent of
191.17 a grant may be used by the partner organization for technical assistance to borrowers.

191.18 (c) Any funds from the original appropriation that remain unspent by partner organizations
191.19 by June 30, 2027, must be returned to the commissioner and canceled back to the general
191.20 fund.

191.21 Subd. 4. **Loans to eligible recipients.** (a) A partner organization may make loans to
191.22 eligible recipients for eligible projects. A loan to an eligible recipient for an eligible project
191.23 must:

191.24 (1) be for no more than \$1,000,000;

191.25 (2) be for a term of no more than ten years; and

191.26 (3) not charge an interest rate of more than three percent.

191.27 (b) Loans must not be used for working capital or inventory; consolidating, repaying,
191.28 or refinancing debt; or speculation or investment in rental real estate.

191.29 (c) All payments of interest on a loan under this section are the property of the partner
191.30 organization and shall be used for its administrative and operating expenses under the
191.31 program.

191.32 (d) A partner organization may:

192.1 (1) charge a loan origination fee of no more than one percent per loan; and

192.2 (2) charge a monthly fee in lieu of interest.

192.3 Subd. 5. **Revolving loan fund.** Partner organizations that receive grants from the
192.4 commissioner under the program must establish a commissioner-certified revolving loan
192.5 fund for the purpose of making eligible loans. All loan payments shall be deposited in the
192.6 partner organization's revolving loan fund.

192.7 Subd. 6. **Preference.** (a) Priority shall be given to those eligible recipients that have not
192.8 received more than \$10,000 cumulatively from a grant under a Main Street COVID-19
192.9 relief grant program or a loan from the Main Street Economic Revitalization Loan Program.

192.10 (b) Priority may also be given to projects that involve developers who are Black,
192.11 Indigenous, or People of Color; veterans; or women.

192.12 Subd. 7. **Oversight.** Grants and any loans to borrowers under this section are subject to
192.13 the grant-making requirements in sections 16B.97, 16B.98, and 16B.991.

192.14 Subd. 8. **Reports.** (a) By January 31, 2026, partner organizations participating in the
192.15 program must provide a report to the commissioner that includes descriptions of the eligible
192.16 recipients supported by the program, the amounts loaned, and an explanation of administrative
192.17 expenses.

192.18 (b) By March 15, 2026, the commissioner must report to the legislative committees in
192.19 the house of representatives and senate with jurisdiction over economic development about
192.20 loans made under this section based on the information received under paragraph (a).

192.21 Subd. 9. **Expiration.** This section expires December 31, 2033.

192.22 **ARTICLE 19**

192.23 **APPROPRIATIONS; LABOR**

192.24 Section 1. **APPROPRIATIONS.**

192.25 (a) The sums shown in the columns marked "Appropriations" are appropriated to the
192.26 agencies and for the purposes specified in this article. The appropriations are from the
192.27 general fund, or another named fund, and are available for the fiscal years indicated for
192.28 each purpose. The figures "2024" and "2025" used in this article mean that the appropriations
192.29 listed under them are available for the fiscal year ending June 30, 2024, or June 30, 2025,
192.30 respectively. "The first year" is fiscal year 2024. "The second year" is fiscal year 2025. "The
192.31 biennium" is fiscal years 2024 and 2025.

193.1 (b) If an appropriation in this article is enacted more than once in the 2023 regular or
 193.2 special legislative session, the appropriation must be given effect only once.

193.3 **APPROPRIATIONS**
 193.4 **Available for the Year**
 193.5 **Ending June 30**
 193.6 **2024** **2025**

193.7 **Sec. 2. DEPARTMENT OF LABOR AND**
 193.8 **INDUSTRY**

193.9 **Subdivision 1. Total Appropriation** **\$** **47,710,000** **\$** **44,044,000**

		<u>Appropriations by Fund</u>	
		<u>2024</u>	<u>2025</u>
193.10			
193.11			
193.12	<u>General</u>	<u>7,200,000</u>	<u>4,889,000</u>
193.13	<u>Workers'</u>		
193.14	<u>Compensation</u>	<u>30,599,000</u>	<u>32,390,000</u>
193.15	<u>Workforce</u>		
193.16	<u>Development</u>	<u>9,911,000</u>	<u>6,765,000</u>

193.17 The amounts that may be spent for each
 193.18 purpose are specified in the following
 193.19 subdivisions. The general fund base for this
 193.20 appropriation is \$4,936,000 in fiscal year 2026
 193.21 and \$4,958,000 in fiscal year 2027 and each
 193.22 year thereafter. The workers compensation
 193.23 fund base is \$32,749,000 in fiscal year 2026
 193.24 and \$32,458,000 in fiscal year 2027 and each
 193.25 year thereafter. The workforce development
 193.26 fund base is \$6,765,000 in fiscal year 2026
 193.27 and each year thereafter.

193.28 **Subd. 2. General Support** **8,765,000** **9,106,000**

193.29 This appropriation is from the workers'
 193.30 compensation fund.

193.31 **Subd. 3. Labor Standards** **6,520,000** **6,270,000**

		<u>Appropriations by Fund</u>	
193.32			
193.33	<u>General</u>	<u>4,957,000</u>	<u>4,635,000</u>
193.34	<u>Workforce</u>		
193.35	<u>Development</u>	<u>1,563,000</u>	<u>1,635,000</u>

- 194.1 The general fund base for this appropriation
 194.2 is \$4,682,000 in fiscal year 2026 and
 194.3 \$4,704,000 in fiscal year 2027 and each year
 194.4 thereafter.
- 194.5 (a) \$2,046,000 each year is for wage theft
 194.6 prevention.
- 194.7 (b) \$1,563,000 the first year and \$1,635,000
 194.8 the second year are from the workforce
 194.9 development fund for prevailing wage
 194.10 enforcement.
- 194.11 (c) \$134,000 the first year and \$134,000 the
 194.12 second year are for outreach and enforcement
 194.13 efforts related to changes to the nursing
 194.14 mothers, lactating employees, and pregnancy
 194.15 accommodations law.
- 194.16 (d) \$661,000 the first year and \$357,000 the
 194.17 second year are to perform work for the
 194.18 Nursing Home Workforce Standards Board.
- 194.19 The base for this appropriation is \$404,000 in
 194.20 fiscal year 2026 and \$357,000 in fiscal year
 194.21 2027.
- 194.22 (e) \$225,000 the first year and \$169,000 the
 194.23 second year are for the purposes of the Safe
 194.24 Workplaces for Meat and Poultry Processing
 194.25 Workers Act.
- 194.26 (f) \$27,000 the first year is for the creation
 194.27 and distribution of a veterans' benefits and
 194.28 services poster under Minnesota Statutes,
 194.29 section 181.536.
- 194.30 **Subd. 4. Workers' Compensation** 15,190,000 15,725,000
- 194.31 This appropriation is from the workers'
 194.32 compensation fund.
- 194.33 **Subd. 5. Workplace Safety** 8,644,000 7,559,000

195.1	<u>Appropriations by Fund</u>		
195.2	<u>General</u>	<u>2,000,000</u>	<u>-0-</u>
195.3	<u>Workers'</u>		
195.4	<u>Compensation</u>	<u>6,644,000</u>	<u>7,559,000</u>
195.5	<u>The workers compensation fund base for this</u>		
195.6	<u>appropriation is \$7,918,000 in fiscal year 2026</u>		
195.7	<u>and \$7,627,000 in fiscal year 2027 and each</u>		
195.8	<u>year thereafter.</u>		
195.9	<u>\$2,000,000 the first year is for the ergonomics</u>		
195.10	<u>safety grant program. This appropriation is</u>		
195.11	<u>available until June 30, 2026. This is a onetime</u>		
195.12	<u>appropriation.</u>		
195.13	<u>Subd. 6. Workforce Development Initiatives</u>	<u>2,359,000</u>	<u>2,371,000</u>
195.14	<u>(a) This appropriation is from the workforce</u>		
195.15	<u>development fund.</u>		
195.16	<u>(b) \$300,000 each year is from the workforce</u>		
195.17	<u>development fund for the pipeline program.</u>		
195.18	<u>(c) \$200,000 each year is from the workforce</u>		
195.19	<u>development fund for identification of</u>		
195.20	<u>competency standards under Minnesota</u>		
195.21	<u>Statutes, section 175.45.</u>		
195.22	<u>(d) \$1,500,000 each year is from the</u>		
195.23	<u>workforce development fund for youth skills</u>		
195.24	<u>training grants under Minnesota Statutes,</u>		
195.25	<u>section 175.46.</u>		
195.26	<u>(e) \$359,000 the first year and \$371,000 the</u>		
195.27	<u>second year are from the workforce</u>		
195.28	<u>development fund for administration of the</u>		
195.29	<u>youth skills training grants under Minnesota</u>		
195.30	<u>Statutes, section 175.46.</u>		
195.31	<u>Subd. 7. Combative Sports</u>	<u>243,000</u>	<u>254,000</u>
195.32	<u>Subd. 8. Apprenticeship</u>	<u>5,989,000</u>	<u>2,759,000</u>

196.1 (a) This appropriation is from the workforce
196.2 development fund. The base for this
196.3 appropriation is \$2,759,000 in fiscal year 2026
196.4 and each year thereafter.

196.5 (b) \$1,000,000 the first year and \$1,000,000
196.6 the second year are from the workforce
196.7 development fund for labor education and
196.8 advancement program grants under Minnesota
196.9 Statutes, section 178.11.

196.10 (c) \$3,000,000 the first year is from the
196.11 workforce development fund for grants to
196.12 registered apprenticeship programs for clean
196.13 economy occupations. Of this amount, up to
196.14 five percent is for administration and
196.15 monitoring of the program. This appropriation
196.16 is onetime and available until June 30, 2026.
196.17 Grants may be used to:

196.18 (1) purchase equipment or training materials
196.19 in clean technologies;

196.20 (2) fund instructor professional development
196.21 in clean technologies;

196.22 (3) design and refine curriculum in clean
196.23 technologies; and

196.24 (4) train apprentices and upskill incumbent
196.25 workers in clean technologies.

196.26 (d) \$300,000 the first year is from the
196.27 workforce development fund for a grant to
196.28 Independent School District No. 294, Houston,
196.29 for the Minnesota Virtual Academy's career
196.30 pathways program with Operating Engineers
196.31 Local 49. This appropriation does not cancel
196.32 and is available until June 30, 2025. The
196.33 following requirements apply:

197.1 (1) the career pathways program must
197.2 encourage, support, and provide continuity for
197.3 student participation in structured career
197.4 pathways. The program may include up to five
197.5 semesters of coursework and must lead to
197.6 eligibility for the Operating Engineers Local
197.7 49 apprenticeship program. The career
197.8 pathways program must provide outreach to
197.9 and encourage participation in the program by
197.10 students of color, Indigenous students,
197.11 students from low-income families, students
197.12 located throughout Minnesota, and
197.13 underserved students;

197.14 (2) the grant may be used to encourage and
197.15 support student participation in the career
197.16 pathways program through additional
197.17 academic, counseling, and other support
197.18 services provided by the student's enrolling
197.19 school district. The Minnesota Virtual
197.20 Academy may contract with a student's
197.21 enrolling school district to provide these
197.22 services; and

197.23 (3) on January 15 of each year following the
197.24 receipt of a grant, Independent School District
197.25 No. 294, Houston, must submit a written
197.26 report to the legislative committees having
197.27 jurisdiction over education and workforce
197.28 development. A grant award and report must
197.29 be in accordance with the provisions of
197.30 Minnesota Statutes, sections 3.195 and
197.31 127A.20. The report must describe students'
197.32 experiences with the program; document the
197.33 program's spending and the number of students
197.34 participating in the program and entering into
197.35 the apprenticeship program; include

198.1 geographic and demographic information on
 198.2 the program participants; make
 198.3 recommendations to improve the support of
 198.4 career pathways programs statewide; and make
 198.5 recommendations to improve student
 198.6 participation in career pathways programs.

198.7 (e) \$225,000 the first year and \$225,000 the
 198.8 second year are from the workforce
 198.9 development fund for grants to Building
 198.10 Strong Communities for the Helmets to
 198.11 Hardhats Minnesota initiative. Grant money
 198.12 must be used to recruit, retain, assist, and
 198.13 support National Guard, reserve, and active
 198.14 duty military members' and veterans'
 198.15 participation in apprenticeship programs
 198.16 registered with the Department of Labor and
 198.17 Industry and connect service members and
 198.18 veterans with career training and employment
 198.19 in the building and construction industry. The
 198.20 recruitment, selection, employment, and
 198.21 training must be without discrimination due
 198.22 to race, color, creed, religion, national origin,
 198.23 sex, sexual orientation, marital status, physical
 198.24 or mental disability, receipt of public
 198.25 assistance, or age.

198.26 **Sec. 3. WORKERS' COMPENSATION COURT**
 198.27 **OF APPEALS** \$ 2,583,000 \$ 2,563,000

198.28 This appropriation is from the workers'
 198.29 compensation fund.

198.30 **Sec. 4. BUREAU OF MEDIATION SERVICES** \$ 3,707,000 \$ 3,789,000

198.31 (a) \$750,000 each year is for purposes of the
 198.32 Public Employment Relations Board under
 198.33 Minnesota Statutes, section 179A.041.

198.34 (b) \$68,000 each year is for grants to area
 198.35 labor management committees. Grants may

200.1 The amounts that may be spent for each
 200.2 purpose are specified in the following
 200.3 subdivisions.

200.4 Subd. 2. **Business and Community Development** 195,061,000 139,929,000

200.5 Appropriations by Fund

200.6 General 193,011,000 137,879,000

200.7 Remediation 700,000 700,000

200.8 Workforce

200.9 Development 1,350,000 1,350,000

200.10 (a) \$2,287,000 each year is for the greater
 200.11 Minnesota business development public
 200.12 infrastructure grant program under Minnesota
 200.13 Statutes, section 116J.431. This appropriation
 200.14 is available until June 30, 2027.

200.15 (b) \$500,000 each year is for grants to small
 200.16 business development centers under Minnesota
 200.17 Statutes, section 116J.68. Money made
 200.18 available under this paragraph may be used to
 200.19 match funds under the federal Small Business
 200.20 Development Center (SBDC) program under
 200.21 United States Code, title 15, section 648, to
 200.22 provide consulting and technical services or
 200.23 to build additional SBDC network capacity to
 200.24 serve entrepreneurs and small businesses.

200.25 (c) \$2,500,000 each year is for Launch
 200.26 Minnesota. These are onetime appropriations.

200.27 Of this amount:

200.28 (1) \$1,500,000 each year is for innovation
 200.29 grants to eligible Minnesota entrepreneurs or
 200.30 start-up businesses to assist with their
 200.31 operating needs;

200.32 (2) \$500,000 each year is for administration
 200.33 of Launch Minnesota; and

201.1 (3) \$500,000 each year is for grantee activities
201.2 at Launch Minnesota.

201.3 (d)(1) \$500,000 each year is for grants to
201.4 MNSBIR, Inc., to support moving scientific
201.5 excellence and technological innovation from
201.6 the lab to the market for start-ups and small
201.7 businesses by securing federal research and
201.8 development funding. The purpose of the grant
201.9 is to build a strong Minnesota economy and
201.10 stimulate the creation of novel products,
201.11 services, and solutions in the private sector;
201.12 strengthen the role of small business in
201.13 meeting federal research and development
201.14 needs; increase the commercial application of
201.15 federally supported research results; and
201.16 develop and increase the Minnesota
201.17 workforce, especially by fostering and
201.18 encouraging participation by small businesses
201.19 owned by women and people who are Black,
201.20 Indigenous, or people of color. This is a
201.21 onetime appropriation.

201.22 (2) MNSBIR, Inc., shall use the grant money
201.23 to be the dedicated resource for federal
201.24 research and development for small businesses
201.25 of up to 500 employees statewide to support
201.26 research and commercialization of novel ideas,
201.27 concepts, and projects into cutting-edge
201.28 products and services for worldwide economic
201.29 impact. MNSBIR, Inc., shall use grant money
201.30 to:

201.31 (i) assist small businesses in securing federal
201.32 research and development funding, including
201.33 the Small Business Innovation Research and
201.34 Small Business Technology Transfer programs

- 202.1 and other federal research and development
- 202.2 funding opportunities;
- 202.3 (ii) support technology transfer and
- 202.4 commercialization from the University of
- 202.5 Minnesota, Mayo Clinic, and federal
- 202.6 laboratories;
- 202.7 (iii) partner with large businesses;
- 202.8 (iv) conduct statewide outreach, education,
- 202.9 and training on federal rules, regulations, and
- 202.10 requirements;
- 202.11 (v) assist with scientific and technical writing;
- 202.12 (vi) help manage federal grants and contracts;
- 202.13 and
- 202.14 (vii) support cost accounting and sole-source
- 202.15 procurement opportunities.
- 202.16 (e) \$10,000,000 the first year is for the
- 202.17 Minnesota Expanding Opportunity Fund
- 202.18 Program under Minnesota Statutes, section
- 202.19 116J.8733. This is a onetime appropriation
- 202.20 and is available until June 30, 2025.
- 202.21 (f) \$6,425,000 each year is for the small
- 202.22 business assistance partnerships program
- 202.23 under Minnesota Statutes, section 116J.682.
- 202.24 All grant awards shall be for two consecutive
- 202.25 years. Grants shall be awarded in the first year.
- 202.26 The department may use up to five percent of
- 202.27 the appropriation for administrative purposes.
- 202.28 The base for this appropriation is \$2,725,000
- 202.29 in fiscal year 2026 and each year thereafter.
- 202.30 (g) \$350,000 each year is for administration
- 202.31 of the community energy transition office.
- 202.32 (h) \$5,000,000 each year is transferred from
- 202.33 the general fund to the community energy

203.1 transition account for grants under Minnesota
203.2 Statutes, section 116J.55. This is a onetime
203.3 transfer.

203.4 (i) \$1,772,000 each year is for contaminated
203.5 site cleanup and development grants under
203.6 Minnesota Statutes, sections 116J.551 to
203.7 116J.558. This appropriation is available until
203.8 expended.

203.9 (j) \$700,000 each year is from the remediation
203.10 fund for contaminated site cleanup and
203.11 development grants under Minnesota Statutes,
203.12 sections 116J.551 to 116J.558. This
203.13 appropriation is available until expended.

203.14 (k) \$389,000 each year is for the Center for
203.15 Rural Policy and Development. The base for
203.16 this appropriation is \$139,000 in fiscal year
203.17 2026 and each year thereafter.

203.18 (l) \$25,000 each year is for the administration
203.19 of state aid for the Destination Medical Center
203.20 under Minnesota Statutes, sections 469.40 to
203.21 469.47.

203.22 (m) \$875,000 each year is for the host
203.23 community economic development program
203.24 established in Minnesota Statutes, section
203.25 116J.548.

203.26 (n) \$6,500,000 each year is for grants to local
203.27 communities to increase the number of quality
203.28 child care providers to support economic
203.29 development. Fifty percent of grant money
203.30 must go to communities located outside the
203.31 seven-county metropolitan area as defined in
203.32 Minnesota Statutes, section 473.121,
203.33 subdivision 2. The base for this appropriation

204.1 is \$1,500,000 in fiscal year 2026 and each year
204.2 thereafter.

204.3 Grant recipients must obtain a 50 percent
204.4 nonstate match to grant money in either cash
204.5 or in-kind contribution, unless the
204.6 commissioner waives the requirement. Grant
204.7 money available under this subdivision must
204.8 be used to implement projects to reduce the
204.9 child care shortage in the state, including but
204.10 not limited to funding for child care business
204.11 start-ups or expansion, training, facility
204.12 modifications, direct subsidies or incentives
204.13 to retain employees, or improvements required
204.14 for licensing, and assistance with licensing
204.15 and other regulatory requirements. In awarding
204.16 grants, the commissioner must give priority
204.17 to communities that have demonstrated a
204.18 shortage of child care providers.

204.19 Within one year of receiving grant money,
204.20 grant recipients must report to the
204.21 commissioner on the outcomes of the grant
204.22 program, including but not limited to the
204.23 number of new providers, the number of
204.24 additional child care provider jobs created, the
204.25 number of additional child care openings, and
204.26 the amount of cash and in-kind local money
204.27 invested. Within one month of all grant
204.28 recipients reporting on program outcomes, the
204.29 commissioner must report the grant recipients'
204.30 outcomes to the chairs and ranking members
204.31 of the legislative committees with jurisdiction
204.32 over early learning and child care and
204.33 economic development.

205.1 (o) \$500,000 each year is for the Office of
205.2 Child Care Community Partnerships. Of this
205.3 amount:

205.4 (1) \$450,000 each year is for administration
205.5 of the Office of Child Care Community
205.6 Partnerships; and

205.7 (2) \$50,000 each year is for the Labor Market
205.8 Information Office to conduct research and
205.9 analysis related to the child care industry.

205.10 (p) \$3,500,000 each year is for grants in equal
205.11 amounts to each of the Minnesota Initiative
205.12 Foundations. This appropriation is available
205.13 until June 30, 2027. The base for this
205.14 appropriation is \$1,000,000 in fiscal year 2026
205.15 and each year thereafter. The Minnesota
205.16 Initiative Foundations must use grant money
205.17 under this section to:

205.18 (1) facilitate planning processes for rural
205.19 communities resulting in a community solution
205.20 action plan that guides decision making to
205.21 sustain and increase the supply of quality child
205.22 care in the region to support economic
205.23 development;

205.24 (2) engage the private sector to invest local
205.25 resources to support the community solution
205.26 action plan and ensure quality child care is a
205.27 vital component of additional regional
205.28 economic development planning processes;

205.29 (3) provide locally based training and technical
205.30 assistance to rural business owners
205.31 individually or through a learning cohort.
205.32 Access to financial and business development
205.33 assistance must prepare child care businesses
205.34 for quality engagement and improvement by

206.1 stabilizing operations, leveraging funding from
206.2 other sources, and fostering business acumen
206.3 that allows child care businesses to plan for
206.4 and afford the cost of providing quality child
206.5 care; and

206.6 (4) recruit child care programs to participate
206.7 in quality rating and improvement
206.8 measurement programs. The Minnesota
206.9 Initiative Foundations must work with local
206.10 partners to provide low-cost training,
206.11 professional development opportunities, and
206.12 continuing education curricula. The Minnesota
206.13 Initiative Foundations must fund, through local
206.14 partners, an enhanced level of coaching to
206.15 rural child care providers to obtain a quality
206.16 rating through measurement programs.

206.17 (q) \$8,000,000 each year is for the Minnesota
206.18 job creation fund under Minnesota Statutes,
206.19 section 116J.8748. Of this amount, the
206.20 commissioner of employment and economic
206.21 development may use up to three percent for
206.22 administrative expenses. This appropriation
206.23 is available until expended. Notwithstanding
206.24 Minnesota Statutes, section 116J.8748, money
206.25 appropriated for the job creation fund may be
206.26 used for redevelopment under Minnesota
206.27 Statutes, sections 116J.575 and 116J.5761, at
206.28 the discretion of the commissioner.

206.29 (r) \$12,370,000 each year is for the Minnesota
206.30 investment fund under Minnesota Statutes,
206.31 section 116J.8731. Of this amount, the
206.32 commissioner of employment and economic
206.33 development may use up to three percent for
206.34 administration and monitoring of the program.
206.35 This appropriation is available until expended.

207.1 Notwithstanding Minnesota Statutes, section
207.2 116J.8731, money appropriated to the
207.3 commissioner for the Minnesota investment
207.4 fund may be used for the redevelopment
207.5 program under Minnesota Statutes, sections
207.6 116J.575 and 116J.5761, at the discretion of
207.7 the commissioner. Grants under this paragraph
207.8 are not subject to the grant amount limitation
207.9 under Minnesota Statutes, section 116J.8731.

207.10 (s) \$4,246,000 each year is for the
207.11 redevelopment program under Minnesota
207.12 Statutes, sections 116J.575 and 116J.5761.

207.13 The base for this appropriation is \$2,246,000
207.14 in fiscal year 2026 and each year thereafter.

207.15 This appropriation is available until expended.

207.16 (t) \$1,000,000 each year is for the Minnesota
207.17 emerging entrepreneur loan program under
207.18 Minnesota Statutes, section 116M.18. Money
207.19 available under this paragraph is for transfer
207.20 into the emerging entrepreneur program
207.21 special revenue fund account created under
207.22 Minnesota Statutes, chapter 116M, and are
207.23 available until expended. Of this amount, up
207.24 to four percent is for administration and
207.25 monitoring of the program.

207.26 (u) \$325,000 each year is for the Minnesota
207.27 Film and TV Board. The appropriation each
207.28 year is available only upon receipt by the
207.29 board of \$1 in matching contributions of
207.30 money or in-kind contributions from nonstate
207.31 sources for every \$3 provided by this
207.32 appropriation, except that each year up to
207.33 \$50,000 is available on July 1 even if the
207.34 required matching contribution has not been
207.35 received by that date.

208.1 (v) \$12,000 each year is for a grant to the
208.2 Upper Minnesota Film Office.

208.3 (w) \$500,000 each year is for a grant to the
208.4 Minnesota Film and TV Board for the film
208.5 production jobs program under Minnesota
208.6 Statutes, section 116U.26. This appropriation
208.7 is available until June 30, 2027.

208.8 (x) \$4,195,000 each year is for the Minnesota
208.9 job skills partnership program under
208.10 Minnesota Statutes, sections 116L.01 to
208.11 116L.17. If the appropriation for either year
208.12 is insufficient, the appropriation for the other
208.13 year is available. This appropriation is
208.14 available until expended.

208.15 (y) \$1,350,000 each year from the workforce
208.16 development fund is for jobs training grants
208.17 under Minnesota Statutes, section 116L.41.

208.18 (z) \$47,475,000 each year is for the PROMISE
208.19 grant program. This is a onetime appropriation
208.20 and is available until June 30, 2027. Of this
208.21 amount:

208.22 (1) \$475,000 each year is for administration
208.23 of the PROMISE grant program;

208.24 (2) \$7,500,000 each year is for grants in equal
208.25 amounts to each of the Minnesota Initiative
208.26 Foundations to serve businesses in greater
208.27 Minnesota. Of this amount, \$600,000 each
208.28 year is for grants to businesses with less than
208.29 \$100,000 in revenue in the prior year; and

208.30 (3) \$39,500,000 each year is for grants to the
208.31 Neighborhood Development Center. Of this
208.32 amount, the following amounts are designated
208.33 for the following areas:

209.1 (i) \$16,000,000 each year is for North
209.2 Minneapolis' West Broadway, Camden, or
209.3 other Northside neighborhoods. Of this
209.4 amount, \$1,000,000 each year is for grants to
209.5 businesses with less than \$100,000 in revenue
209.6 in the prior year;

209.7 (ii) \$13,500,000 each year is for South
209.8 Minneapolis' Lake Street, 38th and Chicago,
209.9 Franklin, Nicollet, and Riverside corridors.
209.10 Of this amount, \$750,000 each year is for
209.11 grants to businesses with less than \$100,000
209.12 in revenue in the prior year; and

209.13 (iii) \$10,000,000 each year is for St. Paul's
209.14 University Avenue, Midway, Eastside, or other
209.15 St. Paul neighborhoods. Of this amount,
209.16 \$750,000 each year is for grants to businesses
209.17 with less than \$100,000 in revenue in the prior
209.18 year.

209.19 (aa) \$15,150,000 each year is for the
209.20 PROMISE loan program. This is a onetime
209.21 appropriation and is available until June 30,
209.22 2027. Of this amount:

209.23 (1) \$150,000 each year is for administration
209.24 of the PROMISE loan program;

209.25 (2) \$3,000,000 each year is for grants in equal
209.26 amounts to each of the Minnesota Initiative
209.27 Foundations to serve businesses in greater
209.28 Minnesota; and

209.29 (3) \$12,000,000 each year is for grants to the
209.30 Metropolitan Economic Development
209.31 Association (MEDA). Of this amount, the
209.32 following amounts are designated for the
209.33 following areas:

210.1 (i) \$4,500,000 each year is for North
210.2 Minneapolis' West Broadway, Camden, or
210.3 other Northside neighborhoods;

210.4 (ii) \$4,500,000 each year is for South
210.5 Minneapolis' Lake Street, 38th and Chicago,
210.6 Franklin, Nicollet, and Riverside corridors;
210.7 and

210.8 (iii) \$3,000,000 each year is for St. Paul's
210.9 University Avenue, Midway, Eastside, or other
210.10 St. Paul neighborhoods.

210.11 (bb) \$1,500,000 each year is for a grant to the
210.12 Metropolitan Consortium of Community
210.13 Developers for the community wealth-building
210.14 grant program pilot project. Of this amount,
210.15 up to two percent is for administration and
210.16 monitoring of the community wealth-building
210.17 grant program pilot project. This is a onetime
210.18 appropriation.

210.19 (cc) \$250,000 each year is for the publication,
210.20 dissemination, and use of labor market
210.21 information under Minnesota Statutes, section
210.22 116J.401.

210.23 (dd) \$5,000,000 the first year is for a grant to
210.24 the Bloomington Port Authority to provide
210.25 funding for the Expo 2027 host organization.
210.26 The Bloomington Port Authority must enter
210.27 into an agreement with the host organization
210.28 over the use of money, which may be used for
210.29 activities, including but not limited to
210.30 finalizing the community dossier and staffing
210.31 the host organization and for infrastructure
210.32 design and planning, financial modeling,
210.33 development planning and coordination of
210.34 both real estate and public private partnerships,

211.1 and reimbursement of costs the Bloomington
211.2 Port Authority incurred. In selecting vendors
211.3 and exhibitors for Expo 2027, the host
211.4 organization shall prioritize outreach to,
211.5 collaboration with, and inclusion of businesses
211.6 that are majority owned by people of color,
211.7 women, and people with disabilities. The host
211.8 organization and Bloomington Port Authority
211.9 may be reimbursed for expenses 90 days prior
211.10 to encumbrance. This appropriation is
211.11 contingent on approval of the project by the
211.12 Bureau International des Expositions. If the
211.13 project is not approved by the Bureau
211.14 International des Expositions, the money shall
211.15 transfer to the Minnesota investment fund
211.16 under Minnesota Statutes, section 116J.8731.
211.17 Any unencumbered balance remaining at the
211.18 end of the first year does not cancel but is
211.19 available for the second year.

211.20 (ee) \$5,000,000 the first year is for a grant to
211.21 the Neighborhood Development Center for
211.22 small business programs, including training,
211.23 lending, business services, and real estate
211.24 programming; small business incubator
211.25 development in the Twin Cities and outside
211.26 the seven-county metropolitan area; and
211.27 technical assistance activities for partners
211.28 outside the seven-county metropolitan area;
211.29 and for high-risk, character-based loan capital
211.30 for nonrecourse loans. This is a onetime
211.31 appropriation. Any unencumbered balance
211.32 remaining at the end of the first year does not
211.33 cancel but is available for the second year.

211.34 (ff) \$5,000,000 the first year is for transfer to
211.35 the emerging developer fund account in the

212.1 special revenue fund. Of this amount, up to
212.2 five percent is for administration and
212.3 monitoring of the emerging developer fund
212.4 program under Minnesota Statutes, section
212.5 116J.9926, and the remainder is for a grant to
212.6 the Local Initiatives Support Corporation -
212.7 Twin Cities to serve as a partner organization
212.8 under the program. This is a onetime
212.9 appropriation.

212.10 (gg) \$5,000,000 the first year is for the
212.11 Canadian border counties economic relief
212.12 program under article 5. Of this amount, up
212.13 to \$1,000,000 is for Tribal economic
212.14 development and \$2,100,000 is for a grant to
212.15 Lake of the Woods County for the forgivable
212.16 loan program for remote recreational
212.17 businesses. This is a onetime appropriation
212.18 and is available until June 30, 2026.

212.19 (hh) \$1,000,000 each year is for a grant to
212.20 African Economic Development Solutions.
212.21 This is a onetime appropriation and is
212.22 available until June 30, 2026. Of this amount:

212.23 (1) \$500,000 each year is for a loan fund that
212.24 must address pervasive economic inequities
212.25 by supporting business ventures of
212.26 entrepreneurs in the African immigrant
212.27 community; and

212.28 (2) \$250,000 each year is for workforce
212.29 development and technical assistance,
212.30 including but not limited to business
212.31 development, entrepreneur training, business
212.32 technical assistance, loan packing, and
212.33 community development services.

213.1 (ii) \$1,500,000 each year is for a grant to the
213.2 Latino Economic Development Center. This
213.3 is a onetime appropriation and is available
213.4 until June 30, 2025. Of this amount:

213.5 (1) \$750,000 each year is to assist, support,
213.6 finance, and launch microentrepreneurs by
213.7 delivering training, workshops, and
213.8 one-on-one consultations to businesses; and

213.9 (2) \$750,000 each year is to guide prospective
213.10 entrepreneurs in their start-up process by
213.11 introducing them to key business concepts,
213.12 including business start-up readiness. Grant
213.13 proceeds must be used to offer workshops on
213.14 a variety of topics throughout the year,
213.15 including finance, customer service,
213.16 food-handler training, and food-safety
213.17 certification. Grant proceeds may also be used
213.18 to provide lending to business startups.

213.19 (jj) \$627,000 the first year is for a grant to
213.20 Community and Economic Development
213.21 Associates (CEDA) to provide funding for
213.22 economic development technical assistance
213.23 and economic development project grants to
213.24 small communities across rural Minnesota and
213.25 for CEDA to design, implement, market, and
213.26 administer specific types of basic community
213.27 and economic development programs tailored
213.28 to individual community needs. Technical
213.29 assistance grants shall be based on need and
213.30 given to communities that are otherwise
213.31 unable to afford these services. Of the amount
213.32 appropriated, up to \$270,000 may be used for
213.33 economic development project implementation
213.34 in conjunction with the technical assistance
213.35 received. This is a onetime appropriation. Any

- 214.1 unencumbered balance remaining at the end
214.2 of the first year does not cancel but is available
214.3 the second year.
- 214.4 (kk) \$2,000,000 the first year is for a grant to
214.5 WomenVenture to:
- 214.6 (1) support child care providers through
214.7 business training and shared services programs
214.8 and to create materials that could be used, free
214.9 of charge, for start-up, expansion, and
214.10 operation of child care businesses statewide,
214.11 with the goal of helping new and existing child
214.12 care businesses in underserved areas of the
214.13 state become profitable and sustainable; and
- 214.14 (2) support business expansion for women
214.15 food entrepreneurs throughout Minnesota's
214.16 food supply chain to help stabilize and
214.17 strengthen their business operations, create
214.18 distribution networks, offer technical
214.19 assistance and support to beginning women
214.20 food entrepreneurs, develop business plans,
214.21 develop a workforce, research expansion
214.22 strategies, and for other related activities.
- 214.23 Eligible uses of the money include but are not
214.24 limited to:
- 214.25 (i) leasehold improvements;
- 214.26 (ii) additions, alterations, remodeling, or
214.27 renovations to rented space;
- 214.28 (iii) inventory or supplies;
- 214.29 (iv) machinery or equipment purchases;
- 214.30 (v) working capital; and
- 214.31 (vi) debt refinancing.

215.1 Money distributed to entrepreneurs may be
215.2 loans, forgivable loans, and grants. Of this
215.3 amount, up to five percent may be used for
215.4 the Women Venture's technical assistance and
215.5 administrative costs. This is a onetime
215.6 appropriation and is available until June 30,
215.7 2026.

215.8 By December 15, 2026, Women Venture must
215.9 submit a report to the chairs and ranking
215.10 minority members of the legislative
215.11 committees with jurisdiction over agriculture
215.12 and employment and economic development.

215.13 The report must include a summary of the uses
215.14 of the appropriation, including the amount of
215.15 the appropriation used for administration. The
215.16 report must also provide a breakdown of the
215.17 amount of funding used for loans, forgivable
215.18 loans, and grants; information about the terms
215.19 of the loans issued; a discussion of how money
215.20 from repaid loans will be used; the number of
215.21 entrepreneurs assisted; and a breakdown of
215.22 how many entrepreneurs received assistance
215.23 in each county.

215.24 (ll) \$2,000,000 the first year is for a grant to
215.25 African Career, Education, and Resource, Inc.,
215.26 for operational infrastructure and technical
215.27 assistance to small businesses. This
215.28 appropriation is available until June 30, 2025.

215.29 (mm) \$5,000,000 the first year is for a grant
215.30 to the African Development Center to provide
215.31 loans to purchase commercial real estate and
215.32 to expand organizational infrastructure. This
215.33 appropriation is available until June 30, 2025.
215.34 Of this amount:

- 216.1 (1) \$2,800,000 is for loans to purchase
216.2 commercial real estate targeted at African
216.3 immigrant small business owners;
- 216.4 (2) \$364,000 is for loan loss reserves to
216.5 support loan volume growth and attract
216.6 additional capital;
- 216.7 (3) \$836,000 is for increasing organizational
216.8 capacity;
- 216.9 (4) \$300,000 is for the safe 2 eat project of
216.10 inclusive assistance with required restaurant
216.11 licensing examinations; and
- 216.12 (5) \$700,000 is for a center for community
216.13 resources for language and technology
216.14 assistance for small businesses.
- 216.15 (nn) \$7,000,000 the first year is for grants to
216.16 the Minnesota Initiative Foundations to
216.17 capitalize their revolving loan funds, which
216.18 address unmet financing needs of for-profit
216.19 business start-ups, expansions, and ownership
216.20 transitions; nonprofit organizations; and
216.21 developers of housing to support the
216.22 construction, rehabilitation, and conversion
216.23 of housing units. Of the amount appropriated:
- 216.24 (1) \$1,000,000 is for a grant to the Southwest
216.25 Initiative Foundation;
- 216.26 (2) \$1,000,000 is for a grant to the West
216.27 Central Initiative Foundation;
- 216.28 (3) \$1,000,000 is for a grant to the Southern
216.29 Minnesota Initiative Foundation;
- 216.30 (4) \$1,000,000 is for a grant to the Northwest
216.31 Minnesota Foundation;
- 216.32 (5) \$2,000,000 is for a grant to the Initiative
216.33 Foundation of which \$1,000,000 is for

217.1 redevelopment of the St. Cloud Youth and
217.2 Family Center; and
217.3 (6) \$1,000,000 is for a grant to the Northland
217.4 Foundation.
217.5 (oo) \$500,000 each year is for a grant to
217.6 Enterprise Minnesota, Inc., to reach and
217.7 deliver talent, leadership, employee retention,
217.8 continuous improvement, strategy, quality
217.9 management systems, revenue growth, and
217.10 manufacturing peer-to-peer advisory services
217.11 to small manufacturing companies employing
217.12 35 or fewer full-time equivalent employees.
217.13 This is a onetime appropriation. No later than
217.14 February 1, 2025, and February 1, 2026,
217.15 Enterprise Minnesota, Inc., must provide a
217.16 report to the chairs and ranking minority
217.17 members of the legislative committees with
217.18 jurisdiction over economic development that
217.19 includes:
217.20 (1) the grants awarded during the past 12
217.21 months;
217.22 (2) the estimated financial impact of the grants
217.23 awarded to each company receiving services
217.24 under the program;
217.25 (3) the actual financial impact of grants
217.26 awarded during the past 24 months; and
217.27 (4) the total amount of federal funds leveraged
217.28 from the Manufacturing Extension Partnership
217.29 at the United States Department of Commerce.
217.30 (pp) \$375,000 each year is for a grant to
217.31 PFund Foundation to provide grants to
217.32 LGBTQ+-owned small businesses and
217.33 entrepreneurs. Of this amount, up to five
217.34 percent may be used for PFund Foundation's

218.1 technical assistance and administrative costs.
218.2 This is a onetime appropriation and is
218.3 available until June 30, 2026. To the extent
218.4 practicable, money must be distributed by
218.5 PFund Foundation as follows:
218.6 (1) at least 33.3 percent to businesses owned
218.7 by members of racial minority communities;
218.8 and
218.9 (2) at least 33.3 percent to businesses outside
218.10 of the seven-county metropolitan area as
218.11 defined in Minnesota Statutes, section
218.12 473.121, subdivision 2.
218.13 (qq) \$125,000 each year is for a grant to
218.14 Quorum to provide business support, training,
218.15 development, technical assistance, and related
218.16 activities for LGBTQ+-owned small
218.17 businesses that are recipients of a PFund
218.18 Foundation grant. Of this amount, up to five
218.19 percent may be used for Quorum's technical
218.20 assistance and administrative costs. This is a
218.21 onetime appropriation and is available until
218.22 June 30, 2026.
218.23 (rr) \$5,000,000 the first year is for a grant to
218.24 the Metropolitan Economic Development
218.25 Association (MEDA) for statewide business
218.26 development and assistance services to
218.27 minority-owned businesses. This is a onetime
218.28 appropriation. Any unencumbered balance
218.29 remaining at the end of the first year does not
218.30 cancel but is available the second year. Of this
218.31 amount:
218.32 (1) \$3,000,000 is for a revolving loan fund to
218.33 provide additional minority-owned businesses
218.34 with access to capital; and

219.1 (2) \$2,000,000 is for operating support
219.2 activities related to business development and
219.3 assistance services for minority business
219.4 enterprises.

219.5 By February 1, 2025, MEDA shall report to
219.6 the commissioner and the chairs and ranking
219.7 minority members of the legislative
219.8 committees with jurisdiction over economic
219.9 development policy and finance on the loans
219.10 and operating support activities, including
219.11 outcomes and expenditures, supported by the
219.12 appropriation under this paragraph.

219.13 (ss) \$2,500,000 each year is for a grant to a
219.14 Minnesota-based automotive component
219.15 manufacturer and distributor specializing in
219.16 electric vehicles and sensor technology that
219.17 manufactures all of their parts onshore to
219.18 expand their manufacturing. The grant
219.19 recipient under this paragraph shall submit
219.20 reports on the uses of the money appropriated,
219.21 the number of jobs created due to the
219.22 appropriation, wage information, and the city
219.23 and state in which the additional
219.24 manufacturing activity was located to the
219.25 chairs and ranking minority members of the
219.26 legislative committees with jurisdiction over
219.27 economic development. An initial report shall
219.28 be submitted by December 15, 2023, and a
219.29 final report is due by December 15, 2025. This
219.30 is a onetime appropriation.

219.31 (tt)(1) \$125,000 each year is for grants to the
219.32 Latino Chamber of Commerce Minnesota to
219.33 support the growth and expansion of small
219.34 businesses statewide. Funds may be used for

220.1 the cost of programming, outreach, staffing,
220.2 and supplies. This is a onetime appropriation.

220.3 (2) By January 15, 2026, the Latino Chamber
220.4 of Commerce Minnesota must submit a report
220.5 to the legislative committees with jurisdiction
220.6 over economic development that details the
220.7 use of grant funds and the grant's economic
220.8 impact.

220.9 (uu) \$175,000 the first year is for a grant to
220.10 the city of South St. Paul for repurposing the
220.11 1927 American Legion Memorial Library after
220.12 the property is no longer used as a library. This
220.13 appropriation is available until the project is
220.14 completed or abandoned, subject to Minnesota
220.15 Statutes, section 16A.642.

220.16 (vv) \$250,000 the first year is for a grant to
220.17 LatinoLEAD for organizational
220.18 capacity-building.

220.19 (ww) \$80,000 the first year is for a grant to
220.20 the Neighborhood Development Center for
220.21 small business competitive grants to software
220.22 companies working to improve employee
220.23 engagement and workplace culture and to
220.24 reduce turnover.

220.25 (xx)(1) \$3,000,000 in the first year is for a
220.26 grant to the Center for Economic Inclusion for
220.27 strategic, data-informed investments in job
220.28 creation strategies that respond to the needs
220.29 of underserved populations statewide. This
220.30 may include forgivable loans, revenue-based
220.31 financing, and equity investments for
220.32 entrepreneurs with barriers to growth. Of this
220.33 amount, up to five percent may be used for
220.34 the center's technical assistance and

221.1 administrative costs. This appropriation is
 221.2 available until June 30, 2025.

221.3 (2) By January 15, 2026, the Center for
 221.4 Economic Inclusion shall submit a report on
 221.5 the use of grant funds, including any loans
 221.6 made, to the legislative committees with
 221.7 jurisdiction over economic development.

221.8 (yy) \$500,000 each year is for a grant to the
 221.9 Asian Economic Development Association
 221.10 for asset building and financial empowerment
 221.11 for entrepreneurs and small business owners,
 221.12 small business development and technical
 221.13 assistance, and cultural placemaking. This is
 221.14 a onetime appropriation.

221.15 (zz) \$500,000 each year is for a grant to
 221.16 Isuroon to support primarily African
 221.17 immigrant women with entrepreneurial
 221.18 training to start, manage, and grow
 221.19 self-sustaining microbusinesses, develop
 221.20 incubator space for these businesses, and
 221.21 provide support with financial and language
 221.22 literacy, systems navigation to eliminate
 221.23 capital access disparities, marketing, and other
 221.24 technical assistance. This is a onetime
 221.25 appropriation.

221.26 **Subd. 3. Employment and Training Programs** 112,038,000 104,499,000

221.27	<u>Appropriations by Fund</u>	
221.28	<u>2024</u>	<u>2025</u>
221.29	<u>91,036,000</u>	<u>83,497,000</u>
221.30	<u>Workforce</u>	
221.31	<u>21,002,000</u>	<u>21,002,000</u>

221.32 (a) \$500,000 each year from the general fund
 221.33 and \$500,000 each year from the workforce
 221.34 development fund are for rural career
 221.35 counseling coordinators in the workforce

222.1 service areas and for the purposes specified
222.2 under Minnesota Statutes, section 116L.667.

222.3 (b) \$25,000,000 each year is for the targeted
222.4 population workforce grants under Minnesota
222.5 Statutes, section 116L.43. The department
222.6 may use up to five percent of this
222.7 appropriation for administration, monitoring,
222.8 and oversight of the program. Of this amount:

222.9 (1) \$18,500,000 each year is for job and
222.10 entrepreneurial skills training grants under
222.11 Minnesota Statutes, section 116L.43,
222.12 subdivision 2;

222.13 (2) \$1,500,000 each year is for diversity and
222.14 inclusion training for small employers under
222.15 Minnesota Statutes, section 116L.43,
222.16 subdivision 3; and

222.17 (3) \$5,000,000 each year is for capacity
222.18 building grants under Minnesota Statutes,
222.19 section 116L.43, subdivision 4.

222.20 The base for this appropriation is \$1,275,000
222.21 in fiscal year 2026 and each year thereafter.

222.22 (c) \$750,000 each year is for the women and
222.23 high-wage, high-demand, nontraditional jobs
222.24 grant program under Minnesota Statutes,
222.25 section 116L.99. Of this amount, up to five
222.26 percent is for administration and monitoring
222.27 of the program.

222.28 (d) \$10,000,000 each year is for the Drive for
222.29 Five Initiative to conduct outreach and provide
222.30 job skills training, career counseling, case
222.31 management, and supportive services for
222.32 careers in (1) technology, (2) labor, (3) the
222.33 caring professions, (4) manufacturing, and (5)

223.1 educational and professional services. This is
223.2 a onetime appropriation.

223.3 (e) Of the amounts appropriated in paragraph
223.4 (d), the commissioner must make \$7,000,000
223.5 each year available through a competitive
223.6 request for proposal process. The grant awards
223.7 must be used to provide education and training
223.8 in the five industries identified in paragraph
223.9 (d). Education and training may include:

223.10 (1) student tutoring and testing support
223.11 services;

223.12 (2) training and employment placement in high
223.13 wage and high growth employment;

223.14 (3) assistance in obtaining industry-specific
223.15 certifications;

223.16 (4) remedial training leading to enrollment in
223.17 employment training programs or services;

223.18 (5) real-time work experience;

223.19 (6) career and educational counseling;

223.20 (7) work experience and internships; and

223.21 (8) supportive services.

223.22 (f) Of the amount appropriated in paragraph
223.23 (d), \$2,000,000 each year must be awarded
223.24 through competitive grants made to trade
223.25 associations or chambers of commerce for job
223.26 placement services. Grant awards must be used
223.27 to encourage workforce training efforts to
223.28 ensure that efforts are aligned with employer
223.29 demands and that graduates are connected with
223.30 employers that are currently hiring. Trade
223.31 associations or chambers must partner with
223.32 employers with current or anticipated
223.33 employment opportunities and nonprofit

224.1 workforce training partners participating in
224.2 this program. The trade associations or
224.3 chambers must work closely with the industry
224.4 sector training providers in the five industries
224.5 identified in paragraph (d). Grant awards may
224.6 be used for:

224.7 (1) employer engagement strategies to align
224.8 employment opportunities for individuals
224.9 exiting workforce development training
224.10 programs. These strategies may include
224.11 business recruitment, job opening
224.12 development, employee recruitment, and job
224.13 matching. Trade associations must utilize the
224.14 state's labor exchange system;

224.15 (2) diversity, inclusion, and retention training
224.16 of their members to increase the business'
224.17 understanding of welcoming and retaining a
224.18 diverse workforce; and

224.19 (3) industry-specific training.

224.20 (g) Of the amount appropriated in paragraph
224.21 (d), \$1,000,000 each year is to hire, train, and
224.22 deploy business services representatives in
224.23 local workforce development areas throughout
224.24 the state. Business services representatives
224.25 must work with an assigned local workforce
224.26 development area to address the hiring needs
224.27 of Minnesota's businesses by connecting job
224.28 seekers and program participants in the
224.29 CareerForce system. Business services
224.30 representatives serve in the classified service
224.31 of the state and operate as part of the agency's
224.32 Employment and Training Office. The
224.33 commissioner shall develop and implement
224.34 training materials and reporting and evaluation
224.35 procedures for the activities of the business

225.1 services representatives. The business services
225.2 representatives must:

225.3 (1) serve as the primary contact for businesses
225.4 in that area;

225.5 (2) actively engage employers by assisting
225.6 with matching employers to job seekers by
225.7 referring candidates, convening job fairs, and
225.8 assisting with job announcements; and

225.9 (3) work with the local area board and its
225.10 partners to identify candidates for openings in
225.11 small and midsize companies in the local area.

225.12 (h) \$2,546,000 each year from the general fund
225.13 and \$4,604,000 each year from the workforce
225.14 development fund are for the pathways to
225.15 prosperity competitive grant program. Of this
225.16 amount, up to five percent is for administration
225.17 and monitoring of the program.

225.18 (i) \$500,000 each year is from the workforce
225.19 development fund for current Minnesota
225.20 affiliates of OIC of America, Inc. This
225.21 appropriation shall be divided equally among
225.22 the eligible centers.

225.23 (j) \$1,000,000 each year is for competitive
225.24 grants to organizations providing services to
225.25 relieve economic disparities in the Southeast
225.26 Asian community through workforce
225.27 recruitment, development, job creation,
225.28 assistance of smaller organizations to increase
225.29 capacity, and outreach. Of this amount, up to
225.30 five percent is for administration and
225.31 monitoring of the program.

225.32 (k) \$1,000,000 each year is for a competitive
225.33 grant program to provide grants to
225.34 organizations that provide support services for

226.1 individuals, such as job training, employment
226.2 preparation, internships, job assistance to
226.3 parents, financial literacy, academic and
226.4 behavioral interventions for low-performing
226.5 students, and youth intervention. Grants made
226.6 under this section must focus on low-income
226.7 communities, young adults from families with
226.8 a history of intergenerational poverty, and
226.9 communities of color. Of this amount, up to
226.10 five percent is for administration and
226.11 monitoring of the program.

226.12 (l) \$750,000 each year from the general fund
226.13 and \$6,698,000 each year from the workforce
226.14 development fund are for the youth-at-work
226.15 competitive grant program under Minnesota
226.16 Statutes, section 116L.562. Of this amount,
226.17 up to five percent is for administration and
226.18 monitoring of the youth workforce
226.19 development competitive grant program. All
226.20 grant awards shall be for two consecutive
226.21 years. Grants shall be awarded in the first year.
226.22 The base for this appropriation is \$750,000
226.23 from the general fund and \$3,348,000 from
226.24 the workforce development fund beginning in
226.25 fiscal year 2026 and each year thereafter.

226.26 (m) \$1,093,000 each year is from the general
226.27 fund and \$1,000,000 each year is from the
226.28 workforce development fund for the
226.29 youthbuild program under Minnesota Statutes,
226.30 sections 116L.361 to 116L.366. The base for
226.31 this appropriation is \$1,000,000 from the
226.32 workforce development fund in fiscal year
226.33 2026 and each year thereafter.

226.34 (n) \$4,511,000 each year from the general fund
226.35 and \$4,050,000 each year from the workforce

227.1 development fund are for the Minnesota youth
227.2 program under Minnesota Statutes, sections
227.3 116L.56 and 116L.561. The base for this
227.4 appropriation is \$0 from the general fund and
227.5 \$4,050,000 from the workforce development
227.6 fund in fiscal year 2026 and each year
227.7 thereafter.

227.8 (o) \$750,000 each year is for the Office of
227.9 New Americans under Minnesota Statutes,
227.10 section 116J.4231.

227.11 (p) \$1,000,000 each year from the workforce
227.12 development fund is for a grant to the
227.13 Minnesota Technology Association to support
227.14 the SciTech internship program, a program
227.15 that supports science, technology, engineering,
227.16 and math (STEM) internship opportunities for
227.17 two- and four-year college students and
227.18 graduate students in their fields of study. The
227.19 internship opportunities must match students
227.20 with paid internships within STEM disciplines
227.21 at small, for-profit companies located in
227.22 Minnesota having fewer than 250 employees
227.23 worldwide. At least 325 students must be
227.24 matched each year. No more than 15 percent
227.25 of the hires may be graduate students. Selected
227.26 hiring companies shall receive from the grant
227.27 50 percent of the wages paid to the intern,
227.28 capped at \$3,000 per intern. The program must
227.29 work toward increasing the participation
227.30 among women or other underserved
227.31 populations. This is a onetime appropriation.

227.32 (q) \$750,000 each year is for grants to the
227.33 Minneapolis Park and Recreation Board's Teen
227.34 Teamworks youth employment and training
227.35 programs. This is a onetime appropriation and

228.1 available until June 30, 2027. Any
228.2 unencumbered balance remaining at the end
228.3 of the first year does not cancel but is available
228.4 in the second year.

228.5 (r) \$900,000 each year is for a grant to Avivo
228.6 to provide low-income individuals with career
228.7 education and job skills training that is fully
228.8 integrated with chemical and mental health
228.9 services. Of this amount, up to \$250,000 each
228.10 year is for a grant to Avivo to provide
228.11 resources and support services to survivors of
228.12 sex trafficking and domestic abuse in the
228.13 greater St. Cloud area as they search for
228.14 employment. Program resources include but
228.15 are not limited to costs for day care,
228.16 transportation, housing, legal advice, procuring
228.17 documents required for employment, interview
228.18 clothing, technology, and Internet access. The
228.19 program shall also include public outreach and
228.20 corporate training components to communicate
228.21 to the public and potential employers about
228.22 the specific struggles faced by survivors as
228.23 they re-enter the workforce. This is a onetime
228.24 appropriation.

228.25 (s) \$1,000,000 each year is for the getting to
228.26 work grant program under Minnesota Statutes,
228.27 section 116J.545. Of this amount, up to five
228.28 percent is for administration and monitoring
228.29 of the program. This is a onetime
228.30 appropriation.

228.31 (t) \$400,000 each year is for a grant to the
228.32 nonprofit 30,000 Feet to fund youth
228.33 apprenticeship jobs, wraparound services,
228.34 after-school programming, and summer
228.35 learning loss prevention efforts targeted at

229.1 African American youth. This is a onetime
229.2 appropriation.

229.3 (u) \$463,000 the first year is for a grant to the
229.4 Boys and Girls Club of Central Minnesota.
229.5 This is a onetime appropriation. Of this
229.6 amount:

229.7 (1) \$313,000 is to fund one year of free
229.8 full-service programming for a new program
229.9 in Waite Park that will employ part-time youth
229.10 development staff and provide community
229.11 volunteer opportunities for people of all ages.
229.12 Career exploration and life skills programming
229.13 will be a significant dimension of
229.14 programming at this new site; and

229.15 (2) \$150,000 is for planning and design for a
229.16 new multiuse facility for the Boys and Girls
229.17 Club of Waite Park and other community
229.18 partners, including the Waite Park Police
229.19 Department and the Whitney Senior Center.

229.20 (v) \$1,000,000 each year is for a grant to the
229.21 Minnesota Alliance of Boys and Girls Clubs
229.22 to administer a statewide project of youth job
229.23 skills and career development. This project,
229.24 which may have career guidance components
229.25 including health and life skills, must be
229.26 designed to encourage, train, and assist youth
229.27 in early access to education and job-seeking
229.28 skills, work-based learning experience,
229.29 including career pathways in STEM learning,
229.30 career exploration and matching, and first job
229.31 placement through local community
229.32 partnerships and on-site job opportunities. This
229.33 grant requires a 25 percent match from
229.34 nonstate resources. This is a onetime
229.35 appropriation.

230.1 (w) \$1,000,000 the first year is for a grant to
230.2 the Owatonna Area Chamber of Commerce
230.3 Foundation for the Learn and Earn Initiative
230.4 to help the Owatonna and Steele County
230.5 region grow and retain a talented workforce.
230.6 This is a onetime appropriation and is
230.7 available until June 30, 2025. Of this amount:
230.8 (1) \$900,000 is to develop an advanced
230.9 manufacturing career pathway program for
230.10 youth and adult learners with shared learning
230.11 spaces, state-of-the-art equipment, and
230.12 instructional support to grow and retain talent
230.13 in Owatonna; and
230.14 (2) \$100,000 is to create the Owatonna
230.15 Opportunity scholarship model for the Learn
230.16 and Earn Initiative for students and employers.
230.17 (x) \$250,000 each year from the workforce
230.18 development fund is for a grant to the White
230.19 Bear Center for the Arts for establishing a paid
230.20 internship program for high school students
230.21 to learn professional development skills
230.22 through an arts perspective. This is a onetime
230.23 appropriation.
230.24 (y) \$250,000 each year is for the Minnesota
230.25 Family Resiliency Partnership under
230.26 Minnesota Statutes, section 116L.96. The
230.27 commissioner, through the adult career
230.28 pathways program, shall distribute the money
230.29 to existing nonprofit and state displaced
230.30 homemaker programs. This is a onetime
230.31 appropriation.
230.32 (z) \$600,000 each year is for a grant to East
230.33 Side Neighborhood Services. This is a onetime
230.34 appropriation of which:

231.1 (1) \$300,000 each year is for the senior
231.2 community service employment program,
231.3 which provides work readiness training to
231.4 low-income adults ages 55 and older to
231.5 provide ongoing support and mentoring
231.6 services to the program participants as well as
231.7 the transition period from subsidized wages
231.8 to unsubsidized wages; and

231.9 (2) \$300,000 each year is for the nursing
231.10 assistant plus program to serve the increased
231.11 need for growth of medical talent pipelines
231.12 through expansion of the existing program and
231.13 development of in-house training.

231.14 The amounts specified in clauses (1) and (2)
231.15 may also be used to enhance employment
231.16 programming for youth and young adults, ages
231.17 14 to 24, to introduce them to work culture,
231.18 develop essential work readiness skills, and
231.19 make career plans through paid internship
231.20 experiences and work readiness training.

231.21 (aa) \$1,500,000 each year from the workforce
231.22 development fund is for a grant to Ujamaa
231.23 Place to assist primarily African American
231.24 men with job training, employment
231.25 preparation, internships, education, vocational
231.26 housing, and organizational capacity building.
231.27 This is a onetime appropriation.

231.28 (bb) \$500,000 each year is for a grant to
231.29 Comunidades Organizando el Poder y la
231.30 Acción Latina (COPAL) for worker center
231.31 programming that supports primarily
231.32 low-income, migrant, and Latinx workers with
231.33 career planning, workforce training and
231.34 education, workers' rights advocacy, health

232.1 resources and navigation, and wealth creation
232.2 resources. This is a onetime appropriation.
232.3 (cc) \$2,000,000 each year is for a grant to
232.4 Propel Nonprofits to provide capacity-building
232.5 grants and related technical assistance to small,
232.6 culturally specific organizations that primarily
232.7 serve historically underserved cultural
232.8 communities. Propel Nonprofits may only
232.9 award grants to nonprofit organizations that
232.10 have an annual organizational budget of less
232.11 than \$1,000,000. These grants may be used
232.12 for:
232.13 (1) organizational infrastructure
232.14 improvements, including developing database
232.15 management systems and financial systems,
232.16 or other administrative needs that increase the
232.17 organization's ability to access new funding
232.18 sources;
232.19 (2) organizational workforce development,
232.20 including hiring culturally competent staff,
232.21 training and skills development, and other
232.22 methods of increasing staff capacity; or
232.23 (3) creating or expanding partnerships with
232.24 existing organizations that have specialized
232.25 expertise in order to increase capacity of the
232.26 grantee organization to improve services to
232.27 the community.
232.28 Of this amount, up to five percent may be used
232.29 by Propel Nonprofits for administrative costs.
232.30 This is a onetime appropriation.
232.31 (dd) \$1,000,000 each year is for a grant to
232.32 Goodwill Easter Seals Minnesota and its
232.33 partners. The grant must be used to continue
232.34 the FATHER Project in Rochester, St. Cloud,

233.1 St. Paul, Minneapolis, and the surrounding
233.2 areas to assist fathers in overcoming barriers
233.3 that prevent fathers from supporting their
233.4 children economically and emotionally,
233.5 including with community re-entry following
233.6 confinement. This is a onetime appropriation.

233.7 (ee) \$250,000 the first year is for a grant to
233.8 the ProStart and Hospitality Tourism
233.9 Management Program for a well-established,
233.10 proven, and successful education program that
233.11 helps young people advance careers in the
233.12 hospitality industry and addresses critical
233.13 long-term workforce shortages in that industry.

233.14 (ff) \$450,000 each year is for grants to
233.15 Minnesota Diversified Industries to provide
233.16 inclusive employment opportunities and
233.17 services for people with disabilities. This is a
233.18 onetime appropriation.

233.19 (gg) \$1,000,000 the first year is for a grant to
233.20 Minnesota Diversified Industries to assist
233.21 individuals with disabilities through the
233.22 unified work model by offering virtual and
233.23 in-person career skills classes augmented with
233.24 virtual reality tools. Minnesota Diversified
233.25 Industries shall submit a report on the number
233.26 and demographics of individuals served, hours
233.27 of career skills programming delivered,
233.28 outreach to employers, and recommendations
233.29 for future career skills delivery methods to the
233.30 chairs and ranking minority members of the
233.31 legislative committees with jurisdiction over
233.32 labor and workforce development policy and
233.33 finance by January 15, 2026. This is a onetime
233.34 appropriation and is available until June 30,
233.35 2025.

234.1 (hh) \$1,264,000 each year is for a grant to
234.2 Summit Academy OIC to expand employment
234.3 placement, GED preparation and
234.4 administration, and STEM programming in
234.5 the Twin Cities, Saint Cloud, and Bemidji.
234.6 This is a onetime appropriation.

234.7 (ii) \$500,000 each year is for a grant to
234.8 Minnesota Independence College and
234.9 Community to provide employment
234.10 preparation, job placement, job retention, and
234.11 service coordination services to adults with
234.12 autism and learning differences. This is a
234.13 onetime appropriation.

234.14 (jj) \$1,000,000 the first year and \$2,000,000
234.15 the second year are for a clean economy
234.16 equitable workforce grant program. Money
234.17 must be used for grants to support partnership
234.18 development, planning, and implementation
234.19 of workforce readiness programs aimed at
234.20 workers who are Black, Indigenous, and
234.21 People of Color. Programs must include
234.22 workforce training, career development,
234.23 workers' rights training, employment
234.24 placement, and culturally appropriate job
234.25 readiness and must prepare workers for careers
234.26 in the high-demand fields of construction,
234.27 clean energy, and energy efficiency. Grants
234.28 must be given to nonprofit organizations that
234.29 serve historically disenfranchised
234.30 communities, including new Americans, with
234.31 preference for organizations that are new
234.32 providers of workforce programming or which
234.33 have partnership agreements with registered
234.34 apprenticeship programs. This is a onetime
234.35 appropriation.

235.1 (kk) \$350,000 the first year and \$25,000 the
235.2 second year are for a grant to the University
235.3 of Minnesota Tourism Center for the creation
235.4 and operation of an online hospitality training
235.5 program in partnership with Explore
235.6 Minnesota Tourism. This training program
235.7 must be made available at no cost to
235.8 Minnesota residents in an effort to address
235.9 critical workforce shortages in the hospitality
235.10 and tourism industries and assist in career
235.11 development. The base for this appropriation
235.12 is \$25,000 in fiscal year 2026 and each year
235.13 thereafter for ongoing system maintenance,
235.14 management, and content updates.

235.15 (ll) \$3,000,000 the first year is for competitive
235.16 grants to support high school robotics teams
235.17 and prepare youth for careers in STEM fields.
235.18 Of this amount, \$2,000,000 is for creating
235.19 internships for high school students to work
235.20 at private companies in STEM fields,
235.21 including the payment of student stipends.
235.22 This is a onetime appropriation and is
235.23 available until June 30, 2028.

235.24 (mm) \$750,000 each year is for grants to the
235.25 nonprofit Sanneh Foundation to fund
235.26 out-of-school summer programs focused on
235.27 mentoring and behavioral, social, and
235.28 emotional learning interventions and
235.29 enrichment activities directed toward
235.30 low-income students of color. This is a
235.31 onetime appropriation and available until June
235.32 30, 2026.

235.33 (nn) \$1,000,000 each year is for a grant to the
235.34 Hmong American Partnership to expand job
235.35 training and placement programs primarily

236.1 servicing the Southeast Asian community. This
236.2 is a onetime appropriation.

236.3 (oo) \$1,000,000 each year is for a grant to
236.4 Comunidades Latinas Unidas En Servicio
236.5 (CLUES) to address employment, economic,
236.6 and technology access disparities for
236.7 low-income unemployed or underemployed
236.8 individuals. Grant money must support
236.9 short-term certifications and transferable skills
236.10 in high-demand fields, workforce readiness,
236.11 customized financial capability, and
236.12 employment supports. At least 50 percent of
236.13 this amount must be used for programming
236.14 targeted at greater Minnesota. This is a
236.15 onetime appropriation.

236.16 (pp) \$300,000 each year is for a grant to All
236.17 Square. The grant must be used to support the
236.18 operations of All Square's Fellowship and
236.19 Prison to Law Pipeline programs which
236.20 operate in Minneapolis, St. Paul, and
236.21 surrounding correctional facilities to assist
236.22 incarcerated and formerly incarcerated
236.23 Minnesotans in overcoming employment
236.24 barriers that prevent economic and emotional
236.25 freedom. This is a onetime appropriation.

236.26 (qq) \$1,000,000 each year is for a grant to the
236.27 Redemption Project to provide employment
236.28 services to adults leaving incarceration,
236.29 including recruiting, educating, training, and
236.30 retaining employment mentors and partners.
236.31 This is a onetime appropriation.

236.32 (rr) \$500,000 each year is for a grant to
236.33 Greater Twin Cities United Way to make
236.34 grants to partner organizations to provide
236.35 workforce training using the career pathways

237.1 model that helps students gain work
237.2 experience, earn experience in high-demand
237.3 fields, and transition into family-sustaining
237.4 careers. This is a onetime appropriation.

237.5 (ss) \$3,000,000 each year is for a grant to
237.6 Community Action Partnership of Hennepin
237.7 County. This is a onetime appropriation. Of
237.8 this amount:

237.9 (1) \$1,500,000 each year is for grants to 21
237.10 Days of Peace for social equity building and
237.11 community engagement activities; and

237.12 (2) \$1,500,000 each year is for grants to A
237.13 Mother's Love for community outreach,
237.14 empowerment training, and employment and
237.15 career exploration services.

237.16 (tt) \$750,000 each year is for a grant to Mind
237.17 the G.A.P.P. (Gaining Assistance to Prosperity
237.18 Program) to improve the quality of life of
237.19 unemployed and underemployed individuals
237.20 by improving their employment outcomes and
237.21 developing individual earnings potential. This
237.22 is a onetime appropriation. Any unencumbered
237.23 balance remaining at the end of the first year
237.24 does not cancel but is available in the second
237.25 year.

237.26 (uu) \$550,000 each year is for a grant to the
237.27 International Institute of Minnesota. Grant
237.28 money must be used for workforce training
237.29 for new Americans in industries in need of a
237.30 trained workforce. This is a onetime
237.31 appropriation.

237.32 (vv) \$400,000 each year from the workforce
237.33 development fund is for a grant to Hired to
237.34 expand their career pathway job training and

238.1 placement program that connects lower-skilled
238.2 job seekers to entry-level and gateway jobs in
238.3 high-growth sectors. This is a onetime
238.4 appropriation.

238.5 (ww) \$500,000 each year is for a grant to the
238.6 American Indian Opportunities and
238.7 Industrialization Center for workforce
238.8 development programming, including reducing
238.9 academic disparities for American Indian
238.10 students and adults. This is a onetime
238.11 appropriation.

238.12 (xx) \$500,000 each year from the workforce
238.13 development fund is for a grant to the Hmong
238.14 Chamber of Commerce to train ethnically
238.15 Southeast Asian business owners and
238.16 operators in better business practices. Of this
238.17 amount, up to \$5,000 may be used for
238.18 administrative costs. This is a onetime
238.19 appropriation.

238.20 (yy) \$275,000 each year is for a grant to
238.21 Southeast Minnesota Workforce Development
238.22 Area 8 and Workforce Development, Inc., to
238.23 provide career planning, career pathway
238.24 training and education, wraparound support
238.25 services, and job skills advancement in
238.26 high-demand careers to individuals with
238.27 barriers to employment in Steele County, and
238.28 to help families build secure pathways out of
238.29 poverty and address worker shortages in the
238.30 Owatonna and Steele County area, as well as
238.31 supporting Employer Outreach Services that
238.32 provide solutions to workforce challenges and
238.33 direct connections to workforce programming.
238.34 Money may be used for program expenses,
238.35 including but not limited to hiring instructors

239.1 and navigators; space rental; and supportive
239.2 services to help participants attend classes,
239.3 including assistance with course fees, child
239.4 care, transportation, and safe and stable
239.5 housing. Up to five percent of grant money
239.6 may be used for Workforce Development,
239.7 Inc.'s administrative costs. This is a onetime
239.8 appropriation and is available until June 30,
239.9 2027.

239.10 (zz) \$589,000 the first year and \$588,000 the
239.11 second year are for grants to the Black
239.12 Women's Wealth Alliance to provide
239.13 low-income individuals with job skills
239.14 training, career counseling, and job placement
239.15 assistance. This is a onetime appropriation.

239.16 (aaa) \$250,000 each year is for a grant to
239.17 Abijahs on the Backside to provide equine
239.18 experiential mental health therapy to first
239.19 responders suffering from job-related trauma
239.20 and post-traumatic stress disorder. For
239.21 purposes of this paragraph, a "first responder"
239.22 is a peace officer as defined in Minnesota
239.23 Statutes, section 626.84, subdivision 1,
239.24 paragraph (c); a full-time firefighter as defined
239.25 in Minnesota Statutes, section 299N.03,
239.26 subdivision 5; or a volunteer firefighter as
239.27 defined in Minnesota Statutes, section
239.28 299N.03, subdivision 7.

239.29 Abijahs on the Backside must report to the
239.30 commissioner of employment and economic
239.31 development and the chairs and ranking
239.32 minority members of the legislative
239.33 committees with jurisdiction over employment
239.34 and economic development policy and finance
239.35 on the equine experiential mental health

240.1 therapy provided to first responders under this
240.2 paragraph. The report must include an
240.3 overview of the program's budget, a detailed
240.4 explanation of program expenditures, the
240.5 number of first responders served by the
240.6 program, and a list and explanation of the
240.7 services provided to and benefits received by
240.8 program participants. An initial report is due
240.9 by January 15, 2024, and a final report is due
240.10 by January 15, 2026. This is a onetime
240.11 appropriation.

240.12 (bbb) \$500,000 each year is for a grant to
240.13 Ramsey County to provide job training and
240.14 workforce development for underserved
240.15 communities. Grant money may be subgranted
240.16 to Milestone Community Development for the
240.17 Milestone Tech program. This is a onetime
240.18 appropriation.

240.19 (ccc) \$500,000 each year is for a grant to
240.20 Ramsey County for a technology training
240.21 pathway program focused on intergenerational
240.22 community tech work for residents who are
240.23 at least 18 years old and no more than 24 years
240.24 old and who live in a census tract that has a
240.25 poverty rate of at least 20 percent as reported
240.26 in the most recently completed decennial
240.27 census published by the United States Bureau
240.28 of the Census. Grant money may be used for
240.29 program administration, training, training
240.30 stipends, wages, and support services. This is
240.31 a onetime appropriation.

240.32 (ddd) \$200,000 each year is for a grant to
240.33 Project Restore Minnesota for the Social
240.34 Kitchen project, a pathway program for careers
240.35 in the culinary arts. This is a onetime

241.1 appropriation and is available until June 30,
241.2 2027.

241.3 (eee) \$100,000 each year is for grants to the
241.4 Minnesota Grocers Association Foundation
241.5 for Carts to Careers, a statewide initiative to
241.6 promote careers, conduct outreach, provide
241.7 job skills training, and award scholarships for
241.8 students pursuing careers in the food industry.
241.9 This is a onetime appropriation.

241.10 (fff) \$1,200,000 each year is for a grant to
241.11 Twin Cities R!SE. Of this amount, \$700,000
241.12 each year is for performance grants under
241.13 Minnesota Statutes, section 116J.8747, to
241.14 Twin Cities R!SE to provide training to
241.15 individuals facing barriers to employment;
241.16 and \$500,000 each year is to increase the
241.17 capacity of the Empowerment Institute through
241.18 employer partnerships across Minnesota and
241.19 expansion of the youth personal empowerment
241.20 curriculum. This is a onetime appropriation
241.21 and available until June 30, 2026.

241.22 (ggg) \$750,000 each year is for a grant to
241.23 Bridges to Healthcare to provide career
241.24 education, wraparound support services, and
241.25 job skills training in high-demand health care
241.26 fields to low-income parents, nonnative
241.27 speakers of English, and other hard-to-train
241.28 individuals, helping families build secure
241.29 pathways out of poverty while also addressing
241.30 worker shortages in one of Minnesota's most
241.31 innovative industries. Grants may be used for
241.32 program expenses, including but not limited
241.33 to hiring instructors and navigators; space
241.34 rental; and supportive services to help
241.35 participants attend classes, including assistance

242.1 with course fees, child care, transportation,
242.2 and safe and stable housing. In addition, up to
242.3 five percent of grant money may be used for
242.4 Bridges to Healthcare's administrative costs.
242.5 This is a onetime appropriation.

242.6 (hhh) \$500,000 each year is for a grant to Big
242.7 Brothers Big Sisters of the Greater Twin Cities
242.8 to provide disadvantaged youth ages 12 to 21
242.9 with job-seeking skills, connections to job
242.10 training and education opportunities, and
242.11 mentorship while exploring careers. The grant
242.12 shall serve youth in the Big Brothers Big
242.13 Sisters chapters in the Twin Cities, central
242.14 Minnesota, and southern Minnesota. This is a
242.15 onetime appropriation.

242.16 (iii) \$3,000,000 each year is for a grant to
242.17 Youthprise to provide economic development
242.18 services designed to enhance long-term
242.19 economic self-sufficiency in communities with
242.20 concentrated African populations statewide.
242.21 Of these amounts, 50 percent is for subgrants
242.22 to Ka Joog and 50 percent is for competitive
242.23 subgrants to community organizations. This
242.24 is a onetime appropriation.

242.25 (jjj) \$350,000 each year is for a grant to the
242.26 YWCA Minneapolis to provide training to
242.27 eligible individuals, including job skills
242.28 training, career counseling, and job placement
242.29 assistance necessary to secure a child
242.30 development associate credential and to have
242.31 a career path in early education. This is a
242.32 onetime appropriation.

242.33 (kkk) \$500,000 each year is for a grant to
242.34 Emerge Community Development to support
242.35 and reinforce critical workforce training at the

243.1 Emerge Career and Technical Center, Cedar
243.2 Riverside Opportunity Center, and Emerge
243.3 Second Chance programs in the city of
243.4 Minneapolis. This is a onetime appropriation.

243.5 (lll) \$425,000 each year is for a grant to Better
243.6 Futures Minnesota to provide job skills
243.7 training to individuals who have been released
243.8 from incarceration for a felony-level offense
243.9 and are no more than 12 months from the date
243.10 of release. This is a onetime appropriation.

243.11 Better Futures Minnesota shall annually report
243.12 to the commissioner on how the money was
243.13 spent and what results were achieved. The
243.14 report must include, at a minimum,
243.15 information and data about the number of
243.16 participants; participant homelessness,
243.17 employment, recidivism, and child support
243.18 compliance; and job skills training provided
243.19 to program participants.

243.20 (mmm) \$500,000 each year is for a grant to
243.21 Pillsbury United Communities to provide job
243.22 training and workforce development services
243.23 for underserved communities. This is a
243.24 onetime appropriation.

243.25 (nnn) \$500,000 each year is for a grant to
243.26 Project for Pride in Living for job training and
243.27 workforce development services for
243.28 underserved communities. This is a onetime
243.29 appropriation.

243.30 (ooo) \$300,000 each year is for a grant to
243.31 YMCA of the North to provide career
243.32 exploration, job training, and workforce
243.33 development services for underserved youth

244.1 and young adults. This is a onetime
244.2 appropriation.

244.3 (ppp) \$500,000 each year is for a grant to Al
244.4 Maa'uun, formerly the North at Work program,
244.5 for a strategic intervention program designed
244.6 to target and connect program participants to
244.7 meaningful, sustainable living wage
244.8 employment. This is a onetime appropriation.

244.9 (qqq) \$500,000 each year is for a grant to
244.10 CAIRO to provide workforce development
244.11 services in health care, technology, and
244.12 transportation (CDL) industries. This is a
244.13 onetime appropriation.

244.14 (rrr) \$500,000 each year is for a grant to the
244.15 Central Minnesota Community Empowerment
244.16 Organization for providing services to relieve
244.17 economic disparities in the African immigrant
244.18 community through workforce recruitment,
244.19 development, job creation, assistance of
244.20 smaller organizations to increase capacity, and
244.21 outreach. Of this amount, up to five percent
244.22 is for administration and monitoring of the
244.23 program. This is a onetime appropriation.

244.24 (sss) \$270,000 each year is for a grant to the
244.25 Stairstep Foundation for community-based
244.26 workforce development efforts. This is a
244.27 onetime appropriation.

244.28 (ttt) \$400,000 each year is for a grant to
244.29 Building Strong Communities, Inc, for a
244.30 statewide apprenticeship readiness program
244.31 to prepare women, BIPOC community
244.32 members, and veterans to enter the building
244.33 and construction trades. This is a onetime
244.34 appropriation.

245.1 (uuu) \$150,000 each year is for prevailing
245.2 wage staff under Minnesota Statutes, section
245.3 116J.871, subdivision 2.

245.4 (vvv) \$250,000 each year is for the purpose
245.5 of awarding a grant to Minnesota Community
245.6 of African People with Disabilities
245.7 (MNCAPD), Roots Connect, and Fortune
245.8 Relief and Youth Empowerment Organization
245.9 (FRAYEO). This is a onetime appropriation.
245.10 MNCAPD, Roots Connect, and FRAYEO
245.11 must use grant proceeds to provide funding
245.12 for workforce development activities for
245.13 at-risk youth from low-income families and
245.14 unengaged young adults experiencing
245.15 disabilities, including:

245.16 (1) job readiness training for at-risk youth,
245.17 including resume building, interview skills,
245.18 and job search strategies;

245.19 (2) on-the-job training opportunities with local
245.20 businesses;

245.21 (3) support services such as transportation
245.22 assistance and child care to help youth attend
245.23 job training programs; and

245.24 (4) mentorship and networking opportunities
245.25 to connect youth with professionals in the
245.26 youth's desired fields.

245.27 (www)(1) \$250,000 each year is for a grant
245.28 to Greater Rochester Advocates for
245.29 Universities and Colleges (GRAUC), a
245.30 collaborative organization representing health
245.31 care, business, workforce development, and
245.32 higher education institutions, for expenses
245.33 relating to starting up a state-of-the-art
245.34 simulation center for training health care

246.1 workers in southeast Minnesota. Once
246.2 established, this center must be self-sustaining
246.3 through user fees. Eligible expenses include
246.4 leasing costs, developing and providing
246.5 training, and operational costs. This is a
246.6 onetime appropriation.

246.7 (2) By January 15, 2025, GRAUC must submit
246.8 a report, including an independent financial
246.9 audit of the use of grant money, to the chairs
246.10 and ranking minority members of the
246.11 legislative committees having jurisdiction over
246.12 higher education and economic development.
246.13 This report must include details on the training
246.14 provided at the simulation center, including
246.15 the names of all organizations that use the
246.16 center for training, the number of individuals
246.17 each organization trained, and the type of
246.18 training provided.

246.19 (xxx)(1) \$350,000 each year is for a grant to
246.20 the Minnesota Association of Black Lawyers
246.21 for a pilot program supporting black
246.22 undergraduate students pursuing admission to
246.23 law school. This is a onetime appropriation.

246.24 (2) The program must:
246.25 (i) enroll an initial cohort of ten to 20 black
246.26 Minnesota resident students attending a
246.27 baccalaureate degree-granting postsecondary
246.28 institution in Minnesota full time;
246.29 (ii) support each of the program's students with
246.30 an academic scholarship in the amount of
246.31 \$4,000 per academic year;
246.32 (iii) organize events and programming,
246.33 including but not limited to one-on-one

- 247.1 mentoring, to familiarize enrolled students
247.2 with law school and legal careers; and
247.3 (iv) provide the program's students free test
247.4 preparation materials, academic support, and
247.5 registration for the Law School Admission
247.6 Test (LSAT) examination.
- 247.7 (3) The Minnesota Association of Black
247.8 Lawyers may use grant funds under clause (1)
247.9 for costs related to:
- 247.10 (i) student scholarships;
247.11 (ii) academic events and programming,
247.12 including food and transportation costs for
247.13 students;
- 247.14 (iii) LSAT preparation materials, courses, and
247.15 registrations; and
247.16 (iv) hiring staff for the program.
- 247.17 (4) By January 30, 2024, and again by January
247.18 30, 2025, the Minnesota Association of Black
247.19 Lawyers must submit a report to the
247.20 commissioner and to the chairs and ranking
247.21 minority members of legislative committees
247.22 with jurisdiction over workforce development
247.23 finance and policy and higher education
247.24 finance and policy. The report must include
247.25 an accurate and detailed account of the pilot
247.26 program, its outcomes, and its revenues and
247.27 expenses, including the use of all state funds
247.28 appropriated in clause (1).
- 247.29 (yyy) \$2,000,000 the first year is for a grant
247.30 to the Power of People Leadership Institute
247.31 (POPLI) to expand pre- and post-release
247.32 personal development and leadership training
247.33 and community reintegration services, to

248.1 reduce recidivism, and increase access to
 248.2 employment. This is a onetime appropriation
 248.3 and is available until June 30, 2025.

248.4 (zzz) \$500,000 the first year is to the
 248.5 Legislative Coordinating Commission for the
 248.6 Working Group on Youth Interventions. This
 248.7 is a onetime appropriation.

248.8 **Subd. 4. General Support Services** 18,045,000 8,045,000

248.9	<u>Appropriations by Fund</u>		
248.10		<u>2024</u>	<u>2025</u>
248.11	<u>General Fund</u>	<u>17,950,000</u>	<u>7,950,000</u>
248.12	<u>Workforce</u>		
248.13	<u>Development</u>	<u>95,000</u>	<u>95,000</u>

248.14 (a) \$1,269,000 each year is for transfer to the
 248.15 Minnesota Housing Finance Agency for
 248.16 operating the Olmstead Compliance Office.

248.17 (b) \$10,000,000 the first year is for the
 248.18 workforce digital transformation projects. This
 248.19 appropriation is onetime and is available until
 248.20 June 30, 2027.

248.21 **Subd. 5. Minnesota Trade Office** \$2,242,000 \$2,242,000

248.22 (a) \$300,000 each year is for the STEP grants
 248.23 in Minnesota Statutes, section 116J.979.

248.24 (b) \$180,000 each year is for the Invest
 248.25 Minnesota marketing initiative under
 248.26 Minnesota Statutes, section 116J.9781.

248.27 (c) \$270,000 each year is for the Minnesota
 248.28 Trade Offices under Minnesota Statutes,
 248.29 section 116J.978.

248.30 **Subd. 6. Vocational Rehabilitation** 45,691,000 45,691,000

248.31	<u>Appropriations by Fund</u>		
248.32		<u>2024</u>	<u>2025</u>

249.1	<u>General</u>	<u>37,861,000</u>	<u>37,861,000</u>
249.2	<u>Workforce</u>		
249.3	<u>Development</u>	<u>7,830,000</u>	<u>7,830,000</u>

249.4 (a) \$14,300,000 each year is for the state's
249.5 vocational rehabilitation program under
249.6 Minnesota Statutes, chapter 268A.

249.7 (b) \$11,495,000 each year from the general
249.8 fund and \$6,830,000 each year from the
249.9 workforce development fund are for extended
249.10 employment services for persons with severe
249.11 disabilities under Minnesota Statutes, section
249.12 268A.15. Of the amounts appropriated from
249.13 the general fund, \$4,500,000 each year is for
249.14 maintaining prior rate increases to providers
249.15 of extended employment services for persons
249.16 with severe disabilities under Minnesota
249.17 Statutes, section 268A.15.

249.18 (c) \$5,055,000 each year is for grants to
249.19 programs that provide employment support
249.20 services to persons with mental illness under
249.21 Minnesota Statutes, sections 268A.13 and
249.22 268A.14. The base for this appropriation is
249.23 \$2,555,000 in fiscal year 2026 and each year
249.24 thereafter.

249.25 (d) \$7,011,000 each year is for grants to
249.26 centers for independent living under
249.27 Minnesota Statutes, section 268A.11. This
249.28 appropriation is available until June 30, 2027.
249.29 The base for this appropriation is \$3,011,000
249.30 in fiscal year 2026 and each year thereafter.

249.31 (e) \$1,000,000 each year is from the workforce
249.32 development fund for grants under Minnesota
249.33 Statutes, section 268A.16, for employment
249.34 services for persons, including transition-age
249.35 youth, who are deaf, deafblind, or

250.1 hard-of-hearing. If the amount in the first year
 250.2 is insufficient, the amount in the second year
 250.3 is available in the first year.

250.4 **Subd. 7. Services for the Blind** 10,425,000 10,425,000

250.5 (a) \$500,000 each year is for senior citizens
 250.6 who are becoming blind. At least one-half of
 250.7 the money for this purpose must be used to
 250.8 provide training services for seniors who are
 250.9 becoming blind. Training services must
 250.10 provide independent living skills to seniors
 250.11 who are becoming blind to allow them to
 250.12 continue to live independently in their homes.

250.13 (b) \$2,000,000 each year is for the employer
 250.14 reasonable accommodation fund. This is a
 250.15 onetime appropriation.

250.16 **Sec. 3. EXPLORE MINNESOTA TOURISM** **\$ 40,954,000 \$ 21,369,000**

250.17 (a) \$500,000 each year must be matched from
 250.18 nonstate sources to develop maximum private
 250.19 sector involvement in tourism. Each \$1 of state
 250.20 incentive must be matched with \$6 of private
 250.21 sector money. "Matched" means revenue to
 250.22 the state or documented in-kind, soft match,
 250.23 or cash expenditures directly expended to
 250.24 support Explore Minnesota Tourism under
 250.25 Minnesota Statutes, section 116U.05. The
 250.26 incentive in fiscal year 2024 is based on fiscal
 250.27 year 2023 private sector contributions. The
 250.28 incentive in fiscal year 2025 is based on fiscal
 250.29 year 2024 private sector contributions. This
 250.30 incentive is ongoing.

250.31 (b) \$11,000,000 the first year is for the
 250.32 development of Explore Minnesota for
 250.33 Business under Minnesota Statutes, section
 250.34 116U.07, to market the overall livability and

- 251.1 economic opportunities of Minnesota. This is
251.2 a onetime appropriation.
- 251.3 (c) \$5,500,000 each year is for the
251.4 development of new initiatives for Explore
251.5 Minnesota Tourism. If the amount in the first
251.6 year is insufficient, the amount in the second
251.7 year is available in the first year. This is a
251.8 onetime appropriation.
- 251.9 (d) \$6,047,000 the first year and \$600,000 the
251.10 second year is for grants for infrastructure and
251.11 associated costs for cultural festivals and
251.12 events, including but not limited to buildout,
251.13 permits, sanitation and maintenance services,
251.14 transportation, staffing, event programming,
251.15 public safety, facilities and equipment rentals,
251.16 signage, and insurance. This is a onetime
251.17 appropriation. Of this amount:
- 251.18 (1) \$1,847,000 the first year is for a grant to
251.19 the Minneapolis Downtown Council for the
251.20 Taste of Minnesota event;
- 251.21 (2) \$1,200,000 the first year is for a grant to
251.22 the Stairstep Foundation for African American
251.23 cultural festivals and events;
- 251.24 (3) \$1,200,000 the first year is for grants for
251.25 Somali community and cultural festivals and
251.26 events, including festivals and events in
251.27 greater Minnesota, as follows:
- 251.28 (i) \$400,000 is for a grant to Ka Joog;
- 251.29 (ii) \$400,000 is for a grant to the Somali
251.30 Museum of Minnesota; and
- 251.31 (iii) \$400,000 is for a grant to ESHARA;

- 252.1 (4) \$1,200,000 the first year is for a grant to
 252.2 West Side Boosters for Latino cultural
 252.3 festivals and events; and
- 252.4 (5) \$600,000 the first year and \$600,000 the
 252.5 second year are for grants to the United
 252.6 Hmong Family, Inc. for the Hmong
 252.7 International Freedom Festival event.
- 252.8 (e) Money for marketing grants is available
 252.9 either year of the biennium. Unexpended grant
 252.10 money from the first year is available in the
 252.11 second year.
- 252.12 (f) The base for Explore Minnesota is
 252.13 \$17,023,000 from the general fund in fiscal
 252.14 year 2026 and each year thereafter.
- 252.15 Sec. 4. Laws 2021, First Special Session chapter 4, article 2, section 2, subdivision 1, is
 252.16 amended to read:
- 252.17 **Subdivision 1. Clean Energy Career Training**
 252.18 **Pilot Project**
- 252.19 \$2,500,000 the first year is for a grant to
 252.20 Northgate Development, LLC, for a pilot
 252.21 project under article 8, section 30, to provide
 252.22 training pathways into careers in the clean
 252.23 energy sector for students and young adults
 252.24 in underserved communities. Any unexpended
 252.25 funds remaining at the end of ~~the biennium~~
 252.26 fiscal year 2024 cancel to the renewable
 252.27 development account. This is a onetime
 252.28 appropriation and is available until June 30,
 252.29 2024.
- 252.30 **EFFECTIVE DATE.** This section is effective retroactively from July 1, 2021.

ARTICLE 21

MINNESOTA FORWARD

Section 1. [116J.8752] MINNESOTA FORWARD FUND.

Subdivision 1. Definitions. (a) For purposes of this section, the terms in this subdivision have the meanings given.

(b) "Agreement" or "business subsidy agreement" means a business subsidy agreement under section 116J.994 that must include but is not limited to the specification of the duration of the agreement, job goals and a timeline for achieving those goals over the duration of the agreement, construction and other investment goals and a timeline for achieving those goals over the duration of the agreement, and the value of benefits the firm may receive following achievement of capital investment and employment goals.

(c) "Business" means an individual, corporation, partnership, limited liability company, association, or other business entity.

(d) "Capital investment" means money that is expended for the purpose of building or improving real fixed property where employees are or will be employed, equipment and machinery in the building, and operating expenses related to the building.

(e) "Commissioner" means the commissioner of employment and economic development.

(f) "Fund" means the Minnesota forward fund account.

Subd. 2. Purpose. The Minnesota forward fund account is created to increase the state's competitiveness by providing the state the authority and flexibility to facilitate private investment. The fund serves as a closing fund to allow the authority and flexibility to negotiate incentives to better compete with other states for business retention, expansion and attraction of projects in existing and new industries, develop properties for business use, and leverage to meet matching requirements of federal funding for resiliency in economic security and economic enhancement opportunities that provide the public high-quality employment opportunities.

Subd. 3. Minnesota forward fund account. (a) The Minnesota forward fund account is created as a separate account in the treasury. Except as otherwise appropriated in law, money in the account is appropriated to the commissioner of employment and economic development for the purposes of this section. All money earned by the account, loan repayments of principal, and interest must be credited to the account and remain available until expended.

(b) The commissioner shall use the fund to:

254.1 (1) create and retain permanent private-sector jobs in order to create above-average
 254.2 economic growth consistent with environmental protection;

254.3 (2) stimulate or leverage private investment to ensure economic renewal and
 254.4 competitiveness;

254.5 (3) increase the local tax base, based on demonstrated measurable outcomes, to guarantee
 254.6 a diversified industry mix;

254.7 (4) improve the quality of existing jobs, based on increases in wages or improvements
 254.8 in the job duties, training, or education associated with those jobs;

254.9 (5) improve employment and economic opportunity for residents in the region to create
 254.10 a reasonable standard of living, consistent with federal and state guidelines on low- to
 254.11 moderate-income persons;

254.12 (6) stimulate productivity growth through improved manufacturing or new technologies;
 254.13 and

254.14 (7) match or leverage private or public funding to increase investment and opportunity
 254.15 in the state.

254.16 Subd. 4. Use of fund. (a) The commissioner may use money in the Minnesota forward
 254.17 fund account to make grants and loans to businesses that are making large private capital
 254.18 investments in existing and new industries. The commissioner may also use money in the
 254.19 fund to make grants to communities and higher education institutions to support such capital
 254.20 investments and related activities to support the industries. Money may be used to address
 254.21 capital needs of businesses for machinery and equipment purchases; building construction
 254.22 and remodeling; land development; water and sewer lines, roads, rail lines, and natural gas
 254.23 and electric infrastructure; working capital. Money in the fund may also be used for
 254.24 administration and monitoring of the program and to pay for the costs of carrying out the
 254.25 commissioner's due diligence duties under this section.

254.26 (b) The commissioner may use money in the fund to make grants to a municipality or
 254.27 local unit of government for public and private infrastructure needed to support an eligible
 254.28 project under this section. Grant money may be used by the municipality or local unit of
 254.29 government to predesign, design, construct, and equip roads and rail lines; acquire and
 254.30 prepare land for development; and, in cooperation with municipal utilities, to predesign,
 254.31 design, construct, and equip natural gas pipelines, electric infrastructure, water supply
 254.32 systems, and wastewater collection and treatment systems. The maximum grant award per

255.1 local unit of government under this section is \$7,500,000 or no more than 50 percent of the
255.2 total infrastructure project.

255.3 Subd. 5. **Grant limits.** Individual business expansion projects are limited to no more
255.4 than \$15,000,000 in grants or loans combined. The commissioner shall not be precluded
255.5 from using other funding sources from the Department of Employment and Economic
255.6 Development to facilitate a project. Total funding per business under this section shall not
255.7 exceed \$15,000,000, of which no more than \$10,000,000 may be grants. Grants under this
255.8 subdivision are available until expended.

255.9 Subd. 6. **Administration.** (a) Eligible applicants for the state-funded portion of the fund
255.10 also include development authorities as defined in section 116J.552, subdivision 4, provided
255.11 that the governing body of the municipality approves, by resolution, the application of the
255.12 development authority. Institutions of higher education also constitute eligible applicants
255.13 for the purpose of developing and deploying workforce training programs and for developing
255.14 and deploying research and development partnerships for projects eligible under this section.

255.15 (b) The business, municipality, or local unit of government must request and submit an
255.16 application to the commissioner. Applications must be in the form and procedure specified
255.17 by the commissioner.

255.18 (c) The commissioner must conduct due diligence, including contracting with
255.19 professionals as needed to assist in the due diligence.

255.20 (d) Notwithstanding any other law to the contrary, grant and loan agreements through
255.21 the Minnesota forward fund account may exceed five years but not more than ten years.

255.22 Subd. 7. **Requirements for fund disbursements.** Disbursements of loan funds pursuant
255.23 to a commitment may not be made until:

255.24 (1) commitments for the remainder of a project's funding are made that are satisfactory
255.25 to the commissioner and disbursements made from the other commitments are sufficient to
255.26 protect the interests of the state in its grant or loan;

255.27 (2) performance requirements are met, if any;

255.28 (3) the municipality or local unit of government in which the project will be located has
255.29 passed a resolution of support for the project and submitted this resolution of support to the
255.30 department; and

255.31 (4) all of a project's funding is satisfactory to the commissioner and disbursements made
255.32 from other commitments are sufficient to protect the interests of the state.

256.1 Subd. 8. **Report.** The municipality, local unit of government, or business must report
256.2 to the commissioner on the business performance using the forms developed by the
256.3 commissioner.

256.4 Subd. 9. **Reporting.** The commissioner shall provide the Legislative Advisory
256.5 Commission and the ranking members of the committees with jurisdiction over economic
256.6 development with an annual report on all projects that have been approved by February 15
256.7 of each year until this section is repealed or the funding has been exhausted.

256.8 Sec. 2. **[216C.441] MINNESOTA CLIMATE INNOVATION FINANCE**
256.9 **AUTHORITY.**

256.10 Subdivision 1. **Establishment; purpose.** (a) There is created a public body corporate
256.11 and politic to be known as the "Minnesota Climate Innovation Finance Authority," whose
256.12 purpose is to accelerate the deployment of clean energy projects, greenhouse gas emissions
256.13 reduction projects, and other qualified projects through the strategic deployment of public
256.14 funds in the form of grants, loans, credit enhancements, and other financing mechanisms
256.15 in order to leverage existing public and private sources of capital to reduce the upfront and
256.16 total cost of qualified projects and to overcome financial barriers to project adoption,
256.17 especially in low-income communities.

256.18 (b) The goals of the authority include but are not limited to:

256.19 (1) reducing Minnesota's contributions to climate change by accelerating the deployment
256.20 of clean energy projects;

256.21 (2) ensuring that all Minnesotans share the benefits of clean and renewable energy and
256.22 the opportunity to fully participate in the clean energy economy by promoting:

256.23 (i) the creation of clean energy jobs for Minnesota workers, particularly in environmental
256.24 justice communities and communities in which fossil fuel electric generating plants are
256.25 retiring; and

256.26 (ii) the principles of environmental justice in the authority's operations and funding
256.27 decisions; and

256.28 (3) maintaining energy reliability while reducing the economic burden of energy costs,
256.29 especially on low-income households.

256.30 Subd. 2. **Definitions.** (a) For the purposes of this section, the following terms have the
256.31 meanings given.

256.32 (b) "Authority" means the Minnesota Climate Innovation Finance Authority.

257.1 (c) "Board" means the Minnesota Climate Innovation Finance Authority's board of
257.2 directors established in subdivision 10.

257.3 (d) "Clean energy project" has the meaning given to "qualified project" in paragraph
257.4 (n), clauses (1) to (7).

257.5 (e) "Community navigator" means an organization that works to facilitate access to clean
257.6 energy project financing by individuals and community groups.

257.7 (f) "Credit enhancement" means a pool of capital set aside to cover potential losses on
257.8 loans and other investments made by financing entities, including a pool for multistate
257.9 projects provided that benefits to Minnesota outweigh any contribution from the authority
257.10 at least two to one. Credit enhancement includes but is not limited to loan loss reserves and
257.11 loan guarantees.

257.12 (g) "Energy storage system" has the meaning given in section 216B.2422, subdivision
257.13 1, paragraph (f).

257.14 (h) "Environmental justice" means that:

257.15 (1) communities of color, Indigenous communities, and low-income communities have
257.16 a healthy environment and are treated fairly when environmental statutes, rules, and policies
257.17 are developed, adopted, implemented, and enforced; and

257.18 (2) in all decisions that have the potential to affect the environment of an environmental
257.19 justice community or the public health of an environmental justice community's residents,
257.20 due consideration is given to the history of the area's and the area's residents' cumulative
257.21 exposure to pollutants and to any current socioeconomic conditions that increase the physical
257.22 sensitivity of the area's residents to additional exposure to pollutants.

257.23 (i) "Environmental justice community" means a community in Minnesota that:

257.24 (1) is defined as a disadvantaged community by the federal source of funding accessed
257.25 by the authority under this act; or

257.26 (2) based on the most recent data published by the United States Census Bureau, meets
257.27 one or more of the following criteria:

257.28 (i) 40 percent or more of the community's total population is nonwhite;

257.29 (ii) 35 percent or more of households in the community have an income that is at or
257.30 below 200 percent of the federal poverty level;

257.31 (iii) 40 percent or more of the community's residents over the age of five have limited
257.32 English proficiency; or

258.1 (iv) the community is located within Indian country, as defined in United States Code,
258.2 title 18, section 1151.

258.3 (j) "Greenhouse gas emissions" means emissions of carbon dioxide, methane, nitrous
258.4 oxide, hydrofluorocarbons, perfluorocarbons, and sulfur hexafluoride emitted by
258.5 anthropogenic sources.

258.6 (k) "Loan loss reserve" means a pool of capital set aside to reimburse a private lender
258.7 if a customer defaults on a loan, up to an agreed-upon percentage of loans originated by the
258.8 private lender.

258.9 (l) "Microgrid system" means an electrical grid that:

258.10 (1) serves a discrete geographical area from distributed energy resources; and

258.11 (2) can operate independently from the central electric grid on a temporary basis.

258.12 (m) "Project labor agreement" means a prehire collective bargaining agreement with a
258.13 council of building and construction trades labor organizations (1) prohibiting strikes,
258.14 lockouts, and similar disruptions, and (2) providing for a binding procedure to resolve labor
258.15 disputes on the project.

258.16 (n) "Qualified project" means a project, technology, product, service, or measure
258.17 promoting energy efficiency, clean energy, electrification, or water conservation and quality
258.18 that:

258.19 (1) substantially reduces greenhouse gas emissions;

258.20 (2) reduces energy use without diminishing the level of service;

258.21 (3) increases the deployment of renewable energy projects, energy storage systems,
258.22 district heating, smart grid technologies, or microgrid systems;

258.23 (4) replaces existing fossil-fuel-based technology with an end-use electric technology;

258.24 (5) supports the development and deployment of electric vehicle charging stations and
258.25 associated infrastructure, electric buses, and electric fleet vehicles;

258.26 (6) reduces water use or protects, restores, or preserves the quality of surface waters; or

258.27 (7) incentivizes customers to shift demand in response to changes in the price of electricity
258.28 or when system reliability is not jeopardized.

258.29 (o) "Renewable energy" has the meaning given in section 216B.1691, subdivision 1,
258.30 paragraph (c), clauses (1), (2), and (4), and includes fuel cells generated from renewable
258.31 energy.

259.1 (p) "Securitization" means the conversion of an asset composed of individual loans into
259.2 marketable securities.

259.3 (q) "Smart grid" means a digital technology that:

259.4 (1) allows for two-way communication between a utility and the utility's customers; and

259.5 (2) enables the utility to control power flow and load in real time.

259.6 Subd. 3. **General powers.** (a) For the purpose of exercising the specific powers granted
259.7 in this section, the authority has the general powers granted in this subdivision.

259.8 (b) The authority may:

259.9 (1) hire an executive director and staff to conduct the authority's operations;

259.10 (2) sue and be sued;

259.11 (3) have a seal and alter the seal;

259.12 (4) acquire, hold, lease, manage, and dispose of real or personal property for the
259.13 authority's corporate purposes;

259.14 (5) enter into agreements, including cooperative financing agreements, contracts, or
259.15 other transactions, with a Tribal government, any federal or state agency, county, local unit
259.16 of government, regional development commission, person, domestic or foreign partnership,
259.17 corporation, association, or organization;

259.18 (6) acquire by purchase real property, or an interest therein, in the authority's own name
259.19 where acquisition is necessary or appropriate;

259.20 (7) provide general technical and consultative services related to the authority's purpose;

259.21 (8) promote research and development in matters related to the authority's purpose;

259.22 (9) conduct market analysis to determine where the market is underserved;

259.23 (10) analyze greenhouse gas emissions reduction project financing needs in the state
259.24 and recommend measures to alleviate any shortage of financing capacity;

259.25 (11) contract with any governmental or private agency or organization, legal counsel,
259.26 financial advisor, investment banker, or others to assist in the exercise of the authority's
259.27 powers;

259.28 (12) enter into agreements with qualified lenders or others insuring or guaranteeing to
259.29 the state the payment of qualified loans or other financing instruments; and

260.1 (13) accept on behalf of the state any gift, grant, or interest in money or personal property
260.2 tendered to the state for any purpose pertaining to the authority's activities.

260.3 Subd. 4. Authority duties. (a) The authority must:

260.4 (1) serve as a financial resource to reduce the upfront and total costs of implementing
260.5 qualified projects;

260.6 (2) ensure that all financed projects reduce greenhouse gas emissions;

260.7 (3) ensure that financing terms and conditions offered are well-suited to qualified projects;

260.8 (4) strategically prioritize the use of the authority's funds to leverage private investment
260.9 in qualified projects, with the aim of achieving a high ratio of private to public money
260.10 invested through funding mechanisms that support, enhance, and complement private lending
260.11 and investment;

260.12 (5) coordinate with existing federal, state, local, utility, and other programs to ensure
260.13 that the authority's resources are being used most effectively to add to and complement
260.14 those programs;

260.15 (6) stimulate demand for qualified projects by:

260.16 (i) contracting with the department to provide, including through subcontracts with
260.17 community navigators, information to project participants about federal, state, local, utility,
260.18 and other authority financial assistance for qualifying projects, and technical information
260.19 on energy conservation and renewable energy measures;

260.20 (ii) forming partnerships with contractors and informing contractors about the authority's
260.21 financing programs;

260.22 (iii) developing innovative marketing strategies to stimulate project owner interest,
260.23 especially in underserved communities; and

260.24 (iv) incentivizing financing entities to increase activity in underserved markets;

260.25 (7) finance projects in all regions of the state;

260.26 (8) develop participant eligibility standards and other terms and conditions for financial
260.27 support provided by the authority;

260.28 (9) develop and administer:

260.29 (i) policies to collect reasonable fees for authority services; and

260.30 (ii) risk management activities to support ongoing authority activities;

261.1 (10) develop consumer protection standards governing the authority's investments to
261.2 ensure that financial support is provided responsibly and transparently and is in the financial
261.3 interest of participating project owners;

261.4 (11) develop methods to accurately measure the impact of the authority's activities,
261.5 particularly on low-income communities and on greenhouse gas emissions reductions;

261.6 (12) hire an executive director and sufficient staff with the appropriate skills and
261.7 qualifications to carry out the authority's programs, making an affirmative effort to recruit
261.8 and hire a director and staff who are from, or share the interests of, the communities the
261.9 authority must serve;

261.10 (13) apply for, either as a direct or subgrantee applicant, and accept Greenhouse Gas
261.11 Reduction Fund grants authorized by the federal Clean Air Act, United States Code, title
261.12 42, section 7434, paragraph (a), clauses (1), (2), and (3). Until the Climate Innovation
261.13 Finance Authority is established, the commissioner shall apply for and receive funding
261.14 through Public Law 117-169 in order to leverage state investment, on behalf of the authority.
261.15 To the extent practicable, applications for these funds by or on behalf of the authority should
261.16 be made in coordination with other Minnesota applicants;

261.17 (14) acting under its powers as a state energy financing institution under United States
261.18 Code, title 42, section 16511, collaborate with the United States Department of Energy Loan
261.19 Programs Office to ensure that authorities made available under the Inflation Reduction
261.20 Act of 2022, Public Law 117-169, maximally benefit Minnesotans. Until the Climate
261.21 Innovation Finance Authority is established, the commissioner may engage with the United
261.22 States Department of Energy Loan Programs Office on behalf of the authority; and

261.23 (15) ensure that authority contracts with all third-party administrators, contractors, and
261.24 subcontractors contain required covenants, representations, and warranties specifying that
261.25 contracted third parties are agents of the authority and that all acts of contracted third parties
261.26 are considered acts of the authority, provided that the act is within the contracted scope of
261.27 work.

261.28 (b) The authority may:

261.29 (1) employ credit enhancement mechanisms that reduce financial risk for financing
261.30 entities by providing assurance that a limited portion of a loan or other financial instrument
261.31 is assumed by the authority via a loan loss reserve, loan guarantee, or other mechanism;

261.32 (2) co-invest in a qualified project by providing senior or subordinated debt, equity, or
261.33 other mechanisms in conjunction with other investment, co-lending, or financing;

262.1 (3) aggregate small and geographically dispersed qualified projects in order to diversify
262.2 risk or secure additional private investment through securitization or similar resale of the
262.3 authority's interest in a completed qualified project;

262.4 (4) expend up to 25 percent of funds appropriated to the authority for start-up purposes,
262.5 which may be used for financing programs and project investments authorized under this
262.6 section, prior to adoption of the strategic plan required under subdivision 7 and the investment
262.7 strategy under subdivision 8; and

262.8 (5) require a specific project to agree to implement a project labor agreement as a
262.9 condition of receiving financing from the authority.

262.10 Subd. 5. **Limitations.** The authority must not provide loans to a single entity in an
262.11 amount less than \$250,000.

262.12 Subd. 6. **Authority lending practices; labor and consumer protection standards.** (a)
262.13 In determining the projects in which the authority will participate, the authority must give
262.14 preference to projects that:

262.15 (1) maximize the creation of high-quality employment and apprenticeship opportunities
262.16 for local workers, consistent with the public interest, especially workers from environmental
262.17 justice communities, labor organizations, and Minnesota communities hosting retired or
262.18 retiring electric generation facilities, including workers previously employed at retiring
262.19 facilities;

262.20 (2) utilize energy technologies produced domestically that received an advanced
262.21 manufacturing tax credit under section 45X of the Internal Revenue Code, as allowed under
262.22 the federal Inflation Reduction Act of 2022, Public Law 117-169;

262.23 (3) certify, for all contractors and subcontractors, that the rights of workers to organize
262.24 and unionize are recognized; and

262.25 (4) agree to implement a project labor agreement.

262.26 (b) The authority must require, for all projects for which the authority provides financing,
262.27 that:

262.28 (1) if the budget is \$100,000 or more, all contractors and subcontractors:

262.29 (i) must pay no less than the prevailing wage rate, as defined in section 177.42,
262.30 subdivision 6; and

262.31 (ii) are subject to the requirements and enforcement provisions under sections 177.27,
262.32 177.30, 177.32, 177.41 to 177.43, and 177.45, including the posting of prevailing wage

263.1 rates, prevailing hours of labor, and hourly basic rates of pay for all trades on the project in
263.2 at least one conspicuous location at the project site;

263.3 (2) financing is not offered without first ensuring that the participants meet the authority's
263.4 underwriting criteria; and

263.5 (3) any loan made to a homeowner for a project on the homeowner's residence complies
263.6 with section 47.59 and the following federal laws:

263.7 (i) the Truth in Lending Act, United States Code, title 15, section 1601 et seq.;

263.8 (ii) the Fair Credit Reporting Act, United States Code, title 15, section 1681;

263.9 (iii) the Equal Credit Opportunity Act, United States Code, title 15, section 1691 et seq.;

263.10 and

263.11 (iv) the Fair Debt Collection Practices Act, United States Code, title 15, section 1692.

263.12 (c) The authority and any third-party administrator, contractor, subcontractor, or agent
263.13 that conducts lending, financing, investment, marketing, administration, servicing, or
263.14 installation of measures in connection with a qualified project financed in whole or in part
263.15 with authority funds is subject to sections 325D.43 to 325D.48; 325F.67 to 325F.71; 325G.06
263.16 to 325G.14; 325G.29 to 325G.37; and 332.37.

263.17 (d) For the purposes of this section, "local workers" means Minnesota residents who
263.18 permanently reside within 150 miles of the location of a proposed project in which the
263.19 authority is considering to participate.

263.20 Subd. 7. **Strategic plan.** (a) By December 15, 2024, and each December 15 in
263.21 even-numbered years thereafter, the authority must develop and adopt a strategic plan that
263.22 prioritizes the authority's activities over the next two years. A strategic plan must:

263.23 (1) identify targeted underserved markets for qualified projects in Minnesota;

263.24 (2) develop specific programs to overcome market impediments through access to
263.25 authority financing and technical assistance; and

263.26 (3) develop outreach and marketing strategies designed to make potential project
263.27 developers, participants, and communities aware of financing and technical assistance
263.28 available from the authority, including the deployment of community navigators.

263.29 (b) Elements of the strategic plan must be informed by the authority's analysis of the
263.30 market for qualified projects, and by the authority's experience under the previous strategic
263.31 plan, including the degree to which performance targets were or were not achieved by each
263.32 financing program. In addition, the authority must actively seek input regarding activities

264.1 that should be included in the strategic plan from stakeholders, environmental justice
264.2 communities, the general public, and participants, including via meetings required under
264.3 subdivision 9.

264.4 (c) The authority must establish annual targets in a strategic plan for each financing
264.5 program regarding the number of projects, level of authority investments, greenhouse gas
264.6 emissions reductions, and installed generating capacity or energy savings the authority
264.7 hopes to achieve, including separate targets for authority activities undertaken in
264.8 environmental justice communities.

264.9 (d) The authority's targets and strategies must be designed to ensure that no less than 40
264.10 percent of the direct benefits of authority activities flow to environmental justice communities
264.11 as defined under subdivision 2, by the United States Department of Energy, or as modified
264.12 by the department.

264.13 Subd. 8. **Investment strategy; content; process.** (a) No later than December 15, 2024,
264.14 and every four years thereafter, the authority must adopt a long-term investment strategy
264.15 to ensure the authority's paramount goal to reduce greenhouse gas emissions is reflected in
264.16 all of the authority's operations. The investment strategy must address:

264.17 (1) the types of qualified projects the authority should focus on;

264.18 (2) gaps in current qualified project financing that present the greatest opportunities for
264.19 successful action by the authority;

264.20 (3) how the authority can best position itself to maximize its impact without displacing,
264.21 subsidizing, or assuming risk that should be shared with financing entities;

264.22 (4) financing tools that will be most effective in achieving the authority's goals;

264.23 (5) partnerships the authority should establish with other organizations to increase the
264.24 likelihood of success; and

264.25 (6) how values of equity, environmental justice, and geographic balance can be integrated
264.26 into all investment operations of the authority.

264.27 (b) In developing an investment strategy, the authority must consult, at a minimum, with
264.28 similar organizations in other states, lending authorities, state agencies, utilities,
264.29 environmental and energy policy nonprofits, labor organizations, and other organizations
264.30 that can provide valuable advice on the authority's activities.

264.31 (c) The long-term investment strategy must contain provisions ensuring that:

264.32 (1) authority investments are not made solely to reduce private risk; and

265.1 (2) private financing entities do not unilaterally control the terms of investments to which
265.2 the authority is a party.

265.3 (d) The board must submit a draft long-term investment strategy for comment to each
265.4 of the groups and individuals the board consults under paragraph (b) and to the chairs and
265.5 ranking minority members of the senate and house of representatives committees with
265.6 primary jurisdiction over energy finance and policy, and must post the draft strategy on the
265.7 authority's website. The authority must accept written comments on the draft strategy for
265.8 at least 30 days and must consider the comments in preparing the final long-term investment
265.9 strategy.

265.10 Subd. 9. **Public communications and outreach.** The authority must:

265.11 (1) maintain a public website that provides information about the authority's operations,
265.12 current financing programs, and practices, including rates, terms, and conditions; the number
265.13 and amount of investments by project type; the number of jobs created; the financing
265.14 application process; and other information;

265.15 (2) periodically issue an electronic newsletter to stakeholders and the public containing
265.16 information on the authority's products, programs, and services and key authority events
265.17 and decisions; and

265.18 (3) hold quarterly meetings accessible online to update the general public on the
265.19 authority's activities, report progress being made in regard to the authority's strategic plan
265.20 and long-term investment strategy, and invite audience questions regarding authority
265.21 programs.

265.22 Subd. 10. **Board of directors.** (a) The Minnesota Climate Innovation Finance Authority
265.23 Board of Directors shall consist of the following 13 members:

265.24 (1) the commissioner of commerce, or the commissioner's designee;

265.25 (2) the commissioner of labor and industry, or the commissioner's designee;

265.26 (3) the commissioner of the Minnesota Pollution Control Agency, or the commissioner's
265.27 designee;

265.28 (4) the commissioner of employment and economic development, or the commissioner's
265.29 designee;

265.30 (5) the commissioner of the Minnesota Housing Finance Agency, or the commissioner's
265.31 designee;

265.32 (6) the chair of the Minnesota Indian Affairs Council, or the chair's designee; and

- 266.1 (7) seven additional members appointed by the governor, as follows:
- 266.2 (i) one member representing either a municipal electric utility or a cooperative electric
266.3 association;
- 266.4 (ii) one member, appointed after the governor consults with labor organizations in the
266.5 state, must be a representative of a labor union with experience working on clean energy
266.6 projects;
- 266.7 (iii) one member with expertise in the impact of climate change on Minnesota
266.8 communities, particularly low-income communities;
- 266.9 (iv) one member with expertise in financing projects at a community bank, credit union,
266.10 community development institution, or local government;
- 266.11 (v) one member with expertise in sustainable development and energy conservation;
- 266.12 (vi) one member with expertise in environmental justice; and
- 266.13 (vii) one member with expertise in investment fund management or financing and
266.14 deploying clean energy technologies.
- 266.15 (b) At least two members appointed to the board must permanently reside outside the
266.16 metropolitan area, as defined in section 473.121, subdivision 2. The board must collectively
266.17 reflect the geographic and ethnic diversity of the state.
- 266.18 (c) Board members appointed under paragraph (a), clause (6), shall serve a term of four
266.19 years, except that the initial appointments made under clause (6), items (i) to (iii), shall be
266.20 for two-year terms, and the initial appointments made under clause (6), items (iv) to (vi),
266.21 shall be for three-year terms.
- 266.22 (d) Members appointed to the board must:
- 266.23 (1) provide evidence of a commitment to the authority's purposes and goals; and
- 266.24 (2) not hold any personal or professional conflicts of interest related to the authority's
266.25 activities, including with respect to the member's financial investments and employment or
266.26 the financial investments and employment of the member's immediate family members.
- 266.27 (e) The governor must make the appointments required under this section no later than
266.28 October 1, 2023.
- 266.29 (f) The initial meeting of the board of directors must be held no later than November
266.30 17, 2023. At the initial meeting, the board shall elect a chair and vice-chair by majority vote
266.31 of the members present.

267.1 (g) The authority shall contract with the department to provide administrative and
267.2 technical services to the board and to prospective borrowers, especially those serving or
267.3 located in environmental justice communities.

267.4 (h) Compensation of board members, removal of members, and filling of vacancies are
267.5 governed by section 15.0575.

267.6 (i) Board members may be reappointed for up to two full terms.

267.7 (j) A majority of board members, excluding vacancies, constitutes a quorum for the
267.8 purpose of conducting business and exercising powers, and for all other purposes. Action
267.9 may be taken by the authority upon a vote of a majority of the quorum present.

267.10 (k) Board members and officers are not personally liable, either jointly or severally, for
267.11 any debt or obligation created or incurred by the authority.

267.12 Subd. 11. **Account established.** (a) The Minnesota climate innovation authority account
267.13 is established as a separate account in the special revenue fund in the state treasury. The
267.14 authority's board of directors shall credit to the account appropriations and transfers to the
267.15 account. Earnings, including interest, dividends, and any other earnings arising from assets
267.16 of the account, must be credited to the account. Money remaining in the account at the end
267.17 of a fiscal year does not cancel to the general fund, but remains in the account until expended.
267.18 The authority's board of directors shall manage the account.

267.19 (b) Money in the account is appropriated to the board of directors of the Minnesota
267.20 Climate Innovation Finance Authority for the purposes of this section and to reimburse the
267.21 reasonable costs of the authority to administer this section.

267.22 Subd. 12. **Report; audit.** Beginning February 1, 2024, the authority must annually
267.23 submit a comprehensive report on the authority's activities during the previous year to the
267.24 governor and the chairs and ranking minority members of the legislative committees with
267.25 primary jurisdiction over energy policy. The report must contain, at a minimum, information
267.26 on:

267.27 (1) the amount of authority capital invested, by project type;

267.28 (2) the amount of private and public capital leveraged by authority investments, by
267.29 project type;

267.30 (3) the number of qualified projects supported, by project type and location within
267.31 Minnesota, including in environmental justice communities;

268.1 (4) the estimated number of jobs created for local workers and nonlocal workers, the
268.2 ratio of projects subject to and exempt from prevailing wage requirements under subdivision
268.3 6, paragraph (b), and tax revenue generated as a result of the authority's activities;

268.4 (5) estimated reductions in greenhouse gas emissions resulting from the authority's
268.5 activities;

268.6 (6) the number of clean energy projects financed in low- and moderate-income
268.7 households;

268.8 (7) a narrative describing the progress made toward the authority's equity, social, and
268.9 labor standards goals; and

268.10 (8) a financial audit conducted by an independent party.

268.11 **EFFECTIVE DATE.** This section is effective the day following final enactment.

268.12 Sec. 3. Laws 2023, chapter 24, section 2, subdivision 1, is amended to read:

268.13 Subdivision 1. **Definitions.** (a) For the purposes of this section, the following terms have
268.14 the meanings given.

268.15 (b) "Competitive funds" means federal funds awarded to selected applicants based on
268.16 the grantor's evaluation of the strength of an application measured against all other
268.17 applications.

268.18 (c) "Disadvantaged community" has the meaning given by the federal agency disbursing
268.19 federal funds.

268.20 (d) "Eligible entity" means an entity located in Minnesota that is eligible to receive
268.21 federal funds, tax credits, loans, or an entity that has at least one Minnesota-based partner,
268.22 as determined by the grantor of the federal funds, tax credits, or loans.

268.23 (e) "Federal funds" means federal formula or competitive funds available for award to
268.24 applicants for energy projects under the Infrastructure Investment and Jobs Act, Public Law
268.25 117-58, or the Inflation Reduction Act of 2022, Public Law 117-169.

268.26 (f) "Loans" means federal loans from loan funds authorized or funded in the Inflation
268.27 Reduction Act of 2022, Public Law 117-169.

268.28 (g) "Tax credits" means federal tax credits authorized in the Inflation Reduction Act of
268.29 2022, Public Law 117-169.

268.30 ~~(f)~~ (h) "Formula funds" means federal funds awarded to all eligible applicants on a
268.31 noncompetitive basis.

269.1 ~~(g)~~ (i) "Match" means the amount of state money a successful grantee in Minnesota is
 269.2 required to contribute to a project as a condition of receiving federal funds.

269.3 ~~(h)~~ (j) "Political subdivision" has the meaning given in section 331A.01, subdivision 3.

269.4 ~~(i)~~ (k) "Project" means the activities proposed to be undertaken by an eligible entity
 269.5 awarded federal funds and are located in Minnesota or will directly benefit Minnesotans.

269.6 ~~(j)~~ (l) "Tribal government" has the meaning given in section 116J.64, subdivision 4.

269.7 Sec. 4. Laws 2023, chapter 24, section 2, subdivision 2, is amended to read:

269.8 Subd. 2. **Establishment of account; eligible expenditures.** (a) A state competitiveness
 269.9 fund account is created in the special revenue fund of the state treasury. The commissioner
 269.10 must credit to the account appropriations and transfers to the account. Earnings, such as
 269.11 interest, dividends, and any other earnings arising from assets of the account, must be
 269.12 credited to the account. Money remaining in the account at the end of a fiscal year does not
 269.13 cancel to the general fund but remains available until June 30, 2034. The commissioner is
 269.14 the fiscal agent and must manage the account.

269.15 (b) Money in the account is appropriated to the commissioner and must be used to:

269.16 (1) pay all or any portion of the state match required as a condition of receiving federal
 269.17 funds, or to otherwise reduce the cost for projects that are awarded federal funds, as described
 269.18 under subdivision 3, paragraph (a);

269.19 (2) award grants under subdivision 4 to obtain grant development assistance for eligible
 269.20 entities; ~~and~~

269.21 (3) award grants that reduce the cost for projects that are awarded federal loans within
 269.22 disadvantaged communities;

269.23 (4) award grants that are additive to federal tax credits received by an eligible entity to
 269.24 further reduce the cost of the technologies and activities eligible for such federal tax credits
 269.25 in disadvantaged communities; and

269.26 ~~(3)~~ (5) pay the reasonable costs incurred by the department to assist eligible entities to
 269.27 successfully compete for available federal funds and utilize available federal tax credits or
 269.28 loans.

269.29 **EFFECTIVE DATE.** This section is effective the day following final enactment.

270.1 Sec. 5. Laws 2023, chapter 24, section 3, is amended to read:

270.2 Sec. **APPROPRIATION.**

270.3 (a) \$115,000,000 in fiscal year 2023 is appropriated from the general fund to the
270.4 commissioner of commerce for the purposes of Minnesota Statutes, section 216C.391. This
270.5 is a onetime appropriation. Of this amount:

270.6 (1) \$100,000,000 is for grant awards made under Minnesota Statutes, section 216C.391,
270.7 subdivision 3, of which at least \$75,000,000 is for grant awards of less than \$1,000,000;

270.8 (2) \$6,000,000 is for grant awards made under Minnesota Statutes, section 216C.391,
270.9 subdivision 4;

270.10 (3) \$750,000 is for the reports and audits under Minnesota Statutes, section 216C.391,
270.11 subdivision 7;

270.12 (4) \$1,500,000 is for information system development improvements necessary to carry
270.13 out Minnesota Statutes, section 216C.391, and to improve digital access and reporting;

270.14 (5) \$6,750,000 is for technical assistance to applicants and administration of Minnesota
270.15 Statutes, section 216C.391, by the Department of Commerce; and

270.16 (6) the commissioner may transfer money from clause (2) to clause (1) if less than 75
270.17 percent of the money in clause (2) has been awarded by June 30, 2028.

270.18 (b) The commissioner, with approval from the commissioner of management and budget,
270.19 may transfer money between appropriations established for paragraph (a), clause (1), and
270.20 for money transferred under section 6, paragraph (c). This paragraph expires on June 30,
270.21 2028.

270.22 ~~(b)~~ (c) To the extent that federal funds for energy projects under the Infrastructure
270.23 Investment and Jobs Act, Public Law 117-58, or the Inflation Reduction Act of 2022, Public
270.24 Law 117-169, become permanently unavailable to be matched with funds appropriated
270.25 under this section or section 216C.391, subdivision 2, the commissioner of management
270.26 and budget must certify the proportional amount of unencumbered funds remaining in the
270.27 account established under Minnesota Statutes, section 216C.391, and those unencumbered
270.28 funds cancel to the general fund.

270.29 **EFFECTIVE DATE.** This section is effective the day following final enactment.

271.1 Sec. 6. **TRANSFERS.**

271.2 (a) In the biennium ending on June 30, 2025, the commissioner of management and
271.3 budget must transfer \$400,000,000 from the general fund to the Minnesota forward fund
271.4 account established in Minnesota Statutes, section 116J.8752, subdivision 2. The base for
271.5 this transfer is \$0.

271.6 (b) In the biennium ending on June 30, 2025, the commissioner of management and
271.7 budget shall transfer \$25,000,000 from the general fund to the Minnesota climate innovation
271.8 authority account established in Minnesota Statutes, section 216C.441, subdivision 11. The
271.9 base for this transfer is \$0.

271.10 (c) In the biennium ending on June 30, 2025, the commissioner of management and
271.11 budget must transfer \$75,000,000 from the general fund to the state competitiveness fund
271.12 account established in Minnesota Statutes, section 216C.391, subdivision 2. Notwithstanding
271.13 Minnesota Statutes, section 216C.391, subdivision 2, the commissioner of commerce must
271.14 use this transfer for grants to eligible entities for projects receiving federal loans or tax
271.15 credits where the benefits are in disadvantaged communities. The base for this transfer is
271.16 \$0. Up to three percent of money transferred under this paragraph is for administrative costs.

271.17 (d) In the biennium ending on June 30, 2027, the commissioners of management and
271.18 budget, in consultation with the commissioners of employment and economic development
271.19 and commerce, may transfer money between the Minnesota forward fund account, the
271.20 Minnesota climate innovation authority account, and the state competitiveness fund account.
271.21 The commissioner of management and budget must notify the Legislative Advisory
271.22 Commission within 15 days of making transfers under this paragraph.

271.23 Sec. 7. **APPROPRIATIONS.**

271.24 (a) \$50,000,000 in fiscal year 2024 is appropriated from the Minnesota forward fund
271.25 account to the commissioner of employment and economic development for providing
271.26 businesses with matching funds required by federal programs. Money awarded under this
271.27 program is made retroactive to February 1, 2023, for applications and projects. The
271.28 commissioner may use up to two percent of this appropriation for administration. This is a
271.29 onetime appropriation and is available until June 30, 2027. Any funds that remain unspent
271.30 are canceled to the general fund.

271.31 (b) \$100,000,000 in fiscal year 2024 is appropriated from the Minnesota forward fund
271.32 account to the commissioner of employment and economic development to match existing
271.33 federal funds made available in the Consolidated Appropriations Act, Public Law 117-328.

272.1 This appropriation must be used to (1) construct and operate a bioindustrial manufacturing
272.2 pilot innovation facility, biorefinery, or commercial campus utilizing agricultural feedstocks
272.3 or (2) for a Minnesota aerospace center for research, development, and testing, or both (1)
272.4 and (2). This appropriation is not subject to the requirements of Minnesota Statutes,
272.5 116J.8752, subdivision 5. The commissioner may use up to two percent of this appropriation
272.6 for administration. This is a onetime appropriation and is available until June 30, 2027. Any
272.7 funds that remain unspent are canceled to the general fund.

272.8 (c) \$250,000,000 in fiscal year 2024 is appropriated from the Minnesota forward fund
272.9 account to the commissioner of employment and economic development to match federal
272.10 funds made available in the Chips and Science Act, Public Law 117-167. Money awarded
272.11 under this program is made retroactive to February 1, 2023, for applications and projects.
272.12 This appropriation is not subject to Minnesota Statutes, section 116J.8752, subdivision 5.
272.13 The commissioner may use up two percent for administration. This is a onetime appropriation
272.14 and is available until June 30, 2027. Any funds that remain unspent are canceled to the
272.15 general fund.

272.16 (d) The commissioner may use the appropriation under paragraph (c) to allocate up to
272.17 15 percent of the total project cost with a maximum of \$75,000,000 per project for the
272.18 purpose of constructing, modernizing, or expanding commercial facilities on the front- and
272.19 back-end fabrication of leading-edge, current-generation, and mature-node semiconductors;
272.20 funding semiconductor materials and manufacturing equipment facilities; and for research
272.21 and development facilities.

272.22 (e) The commissioner may use the appropriation under paragraph (c) to award:

272.23 (1) grants to institutions of higher education for developing and deploying training
272.24 programs and to build pipelines to serve the needs of industry; and

272.25 (2) grants to increase the capacity of institutions of higher education to serve industrial
272.26 requirements for research and development that coincide with current and future requirements
272.27 of projects eligible under this section. Grant money may be used to construct and equip
272.28 facilities that serve the purpose of the industry. The maximum grant award per institution
272.29 of higher education under this section is \$5,000,000 and may not represent more than 50
272.30 percent of the total project funding from other sources. Use of this funding must be supported
272.31 by businesses receiving funds under clause (1).

272.32 (f) Money appropriated in paragraphs (a), (b), and (c) may be transferred between
272.33 appropriations within the Minnesota forward fund account by the commissioner of
272.34 employment and economic development with approval of the commissioner of management

273.1 and budget. The commissioner must notify the Legislative Advisory Commission at least
 273.2 15 days prior to changing appropriations under this paragraph."

273.3 Delete the title and insert:

273.4 "A bill for an act

273.5 relating to state government; establishing a biennial budget for jobs, labor, and
 273.6 economic development; appropriating money for the Department of Labor and
 273.7 Industry, Department of Employment and Economic Development, Bureau of
 273.8 Mediation Services, and Workers' Compensation Court of Appeals; making labor
 273.9 policy changes; establishing workforce standards for agriculture and food
 273.10 processing workers, meat and poultry workers, and warehouse workers; establishing
 273.11 a Nursing Home Workforce Standards Board; regulating combative sports;
 273.12 prohibiting covenants not to compete; regulating building and construction
 273.13 contracts; modifying provisions of the Public Employment Relations Board;
 273.14 establishing wage protections for construction workers; establishing earned sick
 273.15 and safe time; modifying economic development provisions; modifying Explore
 273.16 Minnesota provisions; establishing a Capitol Area Community Vitality Task Force;
 273.17 establishing the PROMISE Act; creating the Minnesota Forward Fund; creating
 273.18 the Minnesota Climate Innovation Finance Authority; authorizing rulemaking;
 273.19 requiring reports; creating accounts; creating penalties; amending Minnesota
 273.20 Statutes 2022, sections 13.43, subdivision 6; 15.71, by adding subdivisions; 15.72,
 273.21 by adding a subdivision; 116J.5492, subdivisions 8, 10; 116J.55, subdivisions 1,
 273.22 5, 6; 116J.871, subdivisions 1, 2; 116J.8748, subdivisions 3, 4, 6, by adding a
 273.23 subdivision; 116L.361, subdivision 7; 116L.362, subdivision 1; 116L.364,
 273.24 subdivision 3; 116L.365, subdivision 1; 116L.56, subdivision 2; 116L.561,
 273.25 subdivision 5; 116L.562, subdivision 2; 116U.05; 116U.10; 116U.15; 116U.20;
 273.26 116U.30; 116U.35; 120A.414, subdivision 2; 122A.181, subdivision 5; 122A.26,
 273.27 subdivision 2; 122A.40, subdivision 5; 122A.41, subdivision 2; 175.16, subdivision
 273.28 1; 177.26, subdivisions 1, 2; 177.27, subdivisions 1, 2, 4, as amended, 7, 8, 9, 10;
 273.29 177.42, subdivision 2; 178.01; 178.011, subdivision 7; 178.03, subdivision 1;
 273.30 178.11; 179.86, subdivisions 1, 3, by adding subdivisions; 179A.03, subdivisions
 273.31 14, 18, 19; 179A.041, by adding a subdivision; 179A.06, subdivision 6; 179A.07,
 273.32 subdivisions 1, 6, by adding subdivisions; 179A.10, subdivision 2; 179A.12,
 273.33 subdivisions 6, 11, by adding a subdivision; 181.03, subdivision 6; 181.032; 181.06,
 273.34 subdivision 2; 181.14, subdivision 1; 181.171, subdivision 4; 181.172; 181.275,
 273.35 subdivision 1; 181.635, subdivisions 1, 2, 3, 4, 6; 181.85, subdivisions 2, 4; 181.86,
 273.36 subdivision 1; 181.87, subdivisions 2, 3, 7; 181.88; 181.89, subdivision 2, by
 273.37 adding a subdivision; 181.932, subdivision 1; 181.939; 181.940, subdivisions 2,
 273.38 3; 181.941, subdivision 3; 181.9413; 181.942; 181.9435, subdivision 1; 181.9436;
 273.39 181.944; 181.945, subdivision 3; 181.9456, subdivision 3; 181.956, subdivision
 273.40 5; 181.964; 182.654, subdivision 11; 182.659, subdivisions 1, 8; 182.66, by adding
 273.41 a subdivision; 182.661, by adding a subdivision; 182.666, subdivisions 1, 2, 3, 4,
 273.42 5, by adding a subdivision; 182.676; 326B.092, subdivision 6; 326B.093,
 273.43 subdivision 4; 326B.096; 326B.103, subdivision 13, by adding subdivisions;
 273.44 326B.106, subdivisions 1, 4, by adding a subdivision; 326B.163, subdivision 5,
 273.45 by adding a subdivision; 326B.164, subdivision 13; 326B.31, subdivision 30;
 273.46 326B.32, subdivision 1; 326B.36, subdivision 7, by adding a subdivision; 326B.802,
 273.47 subdivision 15; 326B.805, subdivision 6; 326B.921, subdivision 8; 326B.925,
 273.48 subdivision 1; 326B.988; 337.01, subdivision 3; 337.05, subdivision 1; 341.21,
 273.49 subdivisions 2a, 2b, 2c, 4f, 7, by adding a subdivision; 341.221; 341.25; 341.27;
 273.50 341.28, subdivisions 2, 3, by adding subdivisions; 341.30, subdivision 4; 341.32,
 273.51 subdivision 2; 341.321; 341.33; 341.355; 469.40, subdivision 11; 469.47,
 273.52 subdivisions 1, 5, 6; 572B.17; Laws 2021, First Special Session chapter 4, article
 273.53 2, section 2, subdivision 1; article 8, section 30; Laws 2021, First Special Session
 273.54 chapter 10, article 2, section 24; Laws 2023, chapter 24, sections 2, subdivisions
 273.55 1, 2; 3; proposing coding for new law in Minnesota Statutes, chapters 13; 16A;

274.1 116J; 116L; 116U; 177; 179; 181; 182; 216C; 327; 341; repealing Minnesota
274.2 Statutes 2022, sections 177.26, subdivision 3; 179A.12, subdivision 2; 181.9413;
274.3 Laws 2019, First Special Session chapter 7, article 2, section 8, as amended."