

2.1 concerning the quantity of the communications, political or other inappropriate content of
2.2 the communications, attachments to electronic communications, and appropriate nonwork
2.3 times for review of these types of communications are permitted. An employer may
2.4 discipline or discharge an employee for violations of these rules in accordance with the
2.5 employer's personnel policies or union contract.

2.6 Subd. 3. **Remedy.** The remedy for a violation of this section is through any
2.7 applicable grievance procedure. Damages are limited to wages and benefits lost by the
2.8 individual because of the violation.