



2.1 outbreak, adverse weather conditions, or natural disasters which impact continuity of  
2.2 patient care;

2.3 (2) "normal work period" means 12 or fewer consecutive hours consistent with a  
2.4 predetermined work shift;

2.5 (3) "nurse" has the meaning given in section 148.171, subdivision 9, and includes  
2.6 nurses employed by the state of Minnesota; and

2.7 (4) "taking action against" means discharging; disciplining; threatening; reporting  
2.8 to the Board of Nursing; discriminating against; or penalizing regarding compensation,  
2.9 terms, conditions, location, or privileges of employment.

2.10 Sec. 3. Minnesota Statutes 2006, section 181.275, is amended by adding a subdivision  
2.11 to read:

2.12 Subd. 2a. **State nurses.** Subdivision 2 applies to a nurse employed by the state of  
2.13 Minnesota regardless of the type of facility in which the nurse is employed and regardless  
2.14 of the facility's license, if the nurse is involved in resident or patient care. Nothing in  
2.15 this section shall prevent an employee from utilizing rights or remedies available under  
2.16 a valid collective bargaining agreement.