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State of Minnesota
HOUSE OF REPRESENTATIVES

EIGHTY-SIXTH
SESSION

HOUSE FILE No. 1685

March 12, 2009

Authored by Davnie

The bill was read for the first time and referred to the Committee on Commerce and Labor

1.1 A bill for an act
1.2 relating to employment; regulating the deduction from wages of unreimbursed
1.3 expenses; amending Minnesota Statutes 2008, section 177.24, subdivisions 4, 5.

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

1.5 Section 1. Minnesota Statutes 2008, section 177.24, subdivision 4, is amended to read:

1.6 Subd. 4. **Unreimbursed expenses deducted.** Deductions, direct or indirect, from
1.7 wages or gratuities not authorized by this subdivision may only be taken as authorized
1.8 by sections 177.28, subdivision 3, 181.06, and 181.79. Deductions, direct or indirect, for
1.9 up to the full cost of the uniform or equipment as listed below, may not exceed \$50 or, if
1.10 an employer furnishes uniforms or clothing described in clause (1) on an ongoing basis,
1.11 may not exceed 50 percent of the employer's reasonable expense, including nonhome
1.12 maintenance. No deductions, direct or indirect, may be made for the items listed below
1.13 which when subtracted from wages would reduce the wages below the minimum wage:

1.14 (1) purchased or rented uniforms or specially designed clothing required by the
1.15 employer, by the nature of the employment, or by statute as a condition of employment,
1.16 which is not generally appropriate for use except in that employment;

1.17 (2) purchased or rented equipment used in employment, except tools of a trade, a
1.18 motor vehicle, or any other equipment which may be used outside the employment;

1.19 (3) consumable supplies required in the course of that employment;

1.20 (4) travel expenses in the course of employment except those incurred in traveling to
1.21 and from the employee's residence and place of employment.

1.22 Sec. 2. Minnesota Statutes 2008, section 177.24, subdivision 5, is amended to read:

2.1 Subd. 5. **Expense reimbursement.** An employer, at the termination of an
2.2 employee's employment, must reimburse the full amount deducted, directly or indirectly,
2.3 for any of the items listed in subdivision 4, clauses (2), (3), or (4). When reimbursement
2.4 is made, the employer may require the employee to surrender any existing items for
2.5 which the employer provided reimbursement.