

This Document can be made available
in alternative formats upon request

State of Minnesota
HOUSE OF REPRESENTATIVES

**EIGHTY-SIXTH
SESSION**

HOUSE FILE No. 1894

March 19, 2009

Authored by Loeffler, Solberg, Pelowski and Kahn

The bill was read for the first time and referred to the Committee on State and Local Government Operations Reform,
Technology and Elections

1.1 A bill for an act
1.2 relating to employment; specifying duties and rights of classified employees;
1.3 amending Minnesota Statutes 2008, section 181.932, subdivision 1; proposing
1.4 coding for new law in Minnesota Statutes, chapter 43A.

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

1.6 Section 1. **[43A.015] DUTIES AND RIGHTS OF CLASSIFIED EMPLOYEES.**

1.7 State employees in the classified service are expected during their work hours to be
1.8 nonpartisan resources to all decision makers, and to provide timely, professional assistance
1.9 to both executive and legislative decision makers and their staff in understanding
1.10 the current service and finance system and the potential impact of changes on these
1.11 systems. Workload concerns related to these requests shall be mediated, if necessary, by
1.12 management staff in a manner that does not advantage any particular set of decision
1.13 makers, but allows for balanced support and adequate attention to the ongoing
1.14 responsibilities of the agency. This section does not authorize or require an employee to
1.15 disclose data that is not public data under chapter 13.

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

1.17 Sec. 2. Minnesota Statutes 2008, section 181.932, subdivision 1, is amended to read:

1.18 Subdivision 1. **Prohibited action.** An employer shall not discharge, discipline,
1.19 threaten, otherwise discriminate against, or penalize an employee regarding the employee's
1.20 compensation, terms, conditions, location, or privileges of employment because:

1.21 (1) the employee, or a person acting on behalf of an employee, in good faith, reports
1.22 a violation or suspected violation of any federal or state law or rule adopted pursuant to
1.23 law to an employer or to any governmental body or law enforcement official;

2.1 (2) the employee is requested by a public body or office to participate in an
2.2 investigation, hearing, inquiry;

2.3 (3) the employee refuses an employer's order to perform an action that the employee
2.4 has an objective basis in fact to believe violates any state or federal law or rule or
2.5 regulation adopted pursuant to law, and the employee informs the employer that the order
2.6 is being refused for that reason;

2.7 (4) the employee, in good faith, reports a situation in which the quality of health care
2.8 services provided by a health care facility, organization, or health care provider violates a
2.9 standard established by federal or state law or a professionally recognized national clinical
2.10 or ethical standard and potentially places the public at risk of harm; ~~or~~

2.11 (5) a public employee communicates the findings of a scientific or technical study
2.12 that the employee, in good faith, believes to be truthful and accurate, including reports to a
2.13 governmental body or law enforcement official; or

2.14 (6) an employee in the classified service of state government communicates
2.15 information that the employee, in good faith, believes to be truthful and accurate, and that
2.16 relates to state services, including the financing of state services to:

2.17 (i) a legislator or an employee in the legislative branch; or

2.18 (ii) an elected official in the executive branch.

2.19 The disclosures protected pursuant to this section do not authorize the disclosure of data
2.20 otherwise protected by law.

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