

Table of Contents

Volume 17A

M.S.A. CHAPTER 1 SOVEREIGNTY, JURISDICTION, EMERGENCY OPERATION, GENERAL POLICIES .	1
§ 1.05 Waiver of immunity for violations of certain federal statutes	1
M.S.A. CHAPTER 3 LEGISLATURE	3
SETTLEMENT OF CLAIMS.....	3
§ 3.736 Tort claims.....	3
§ 3.7365 Legal counsel; reimbursement	9
M.S.A. CHAPTER 13 GOVERNMENT DATA PRACTICES	11
GENERALLY	18
§ 13.001 Renumbered 15.001 in St.2008	18
§ 13.01 Government data	18
§ 13.02 Definitions	18
§ 13.025 Government entity obligation	21
§ 13.03 Access to government data.....	22
§ 13.04 Rights of subjects of data	26
§ 13.045 Safe at Home program participant data	29
§ 13.05 Duties of responsible authority.....	35
§ 13.055 Disclosure of breach in security; notification and investigation report required	38
§ 13.06 Temporary classification.....	41
§ 13.07 Duties of commissioner; rules	44
§ 13.072 Opinions by the commissioner	44
§ 13.073 Public information policy training program	46
§ 13.08 Civil remedies	48
§ 13.081 Repealed by Laws 2001, c. 202, § 21	50
§ 13.085 Administrative remedy.....	50
§ 13.09 Penalties	54
§ 13.10 Data on decedents	54
COMPUTER DATA.....	55
§ 13.15 Computer data	55
POLITICAL SUBDIVISION DATA	56

EMPLOYMENT LAWS—MINNESOTA PRACTICE SERIES

§ 13.201	Rideshare data.....	56
§ 13.202	Political subdivision data coded elsewhere	57
§ 13.203	Service cooperative claims data.....	58
§ 13.204	Political subdivisions licensing data.....	58
§ 13.30	Renumbered 13.393 in St.2000.....	59
§ 13.31	Renumbered 13.462 in St.2000.....	59
EDUCATIONAL DATA		59
§ 13.319	Education data coded elsewhere	59
§ 13.32	Educational data.....	59
§ 13.321	Prekindergarten to grade 12 educational data coded elsewhere	72
§ 13.3215	University of Minnesota data.....	73
§ 13.322	Postsecondary education data coded elsewhere	75
§ 13.33	Renumbered 13.601, subd. 2, in St.2000	76
GENERAL DATA.....		76
§ 13.34	Examination data	76
§ 13.35	Federal contracts data.....	76
§ 13.355	Social Security numbers	76
§ 13.356	Personal contact and online account information....	77
§ 13.357	Data sharing	77
§ 13.36	Renumbered 13.87, subd. 2, in St.2000.....	78
§ 13.37	General nonpublic data	78
§ 13.38	Renumbered 13.3805, subd. 1, in St.2000.....	80
HEALTH AND MEDICAL DATA.....		80
§ 13.3805	Public health data.....	80
§ 13.3806	Public health data coded elsewhere.....	81
§ 13.381	Health regulatory data coded elsewhere	84
§ 13.383	Health occupations investigative data coded elsewhere.....	86
§ 13.384	Medical data	89
§ 13.385	Renumbered 13.3805, subd. 2, in St.2000	91
§ 13.386	Treatment of genetic information held by government entities and other persons	91
§ 13.387	Health care contract data.....	92
ATTORNEY, AUDIT, AND INVESTIGATIVE DATA...		92
§ 13.39	Civil investigation	92
§ 13.391	Renumbered 13.821 in St.2000	93
§ 13.392	Internal auditing data	93
§ 13.393	Attorneys	94
LIBRARY DATA.....		94
§ 13.40	Library and historical data	94
§ 13.401	Library and historical data coded elsewhere	95

TABLE OF CONTENTS

LICENSING DATA	95
§ 13.41 Licensing data.....	95
§ 13.411 Licensing data coded elsewhere.....	97
§ 13.42 Renumbered 13.384 in St.2000.....	98
PERSONNEL; SALARY BENEFIT DATA.....	98
§ 13.43 Personnel data	98
§ 13.435 Salary benefit survey data.....	107
PROPERTY DATA.....	107
§ 13.44 Property data.....	107
§ 13.441 Property data coded elsewhere.....	108
§ 13.442 Renumbered 13.44, subd. 2, in St.2000	108
§ 13.45 Renumbered 13.435 in St.2000.....	108
FAMILY, WELFARE, AND BENEFIT DATA.....	108
§ 13.46 Welfare data	108
§ 13.461 Human services data coded elsewhere	125
§ 13.462 Benefit data	129
§ 13.463 Education support services data	129
§ 13.465 Family and domestic relations data coded elsewhere	130
§ 13.467 Foster care data	131
§ 13.468 Repealed by Laws 2017, 1st Sp., c. 6, art. 7, § 36(a), eff. July 1, 2017.....	132
EMPLOYMENT AND TRAINING DATA.....	132
§ 13.47 Employment and training data.....	132
§ 13.475 Repealed by Laws 2004, c. 290, § 39	133
BUSINESS ORGANIZATION AND TRADE REGULATION DATA.....	133
§ 13.48 Award data	133
§ 13.485 Corporation data coded elsewhere.....	133
§ 13.487 Trade regulation and consumer data coded elsewhere	134
TAXATION AND ASSESSMENT DATA	135
§ 13.49 Renumbered 13.355 in St.2003 Supp.	135
§ 13.491 Renumbered 13.201 and 13.72, subd. 9, in St.2000..	135
§ 13.495 Lodging tax data.....	135
§ 13.4961 General tax data coded elsewhere.....	135
§ 13.4963 Classification and disclosure tax data coded elsewhere.....	135
§ 13.4965 Property tax data coded elsewhere.....	137

EMPLOYMENT LAWS—MINNESOTA PRACTICE SERIES

§ 13.4967	Other tax data coded elsewhere	137
§ 13.50	Renumbered 13.44, subd. 3, in St.2000	138
§ 13.51	Assessor's data	138
§ 13.511	Renumbered 13.495 in St.2000.....	139
§ 13.52	Deferred assessment data	139
§ 13.521	Renumbered 13.72, subd. 10, in St.2000.....	140
§ 13.528	Renumbered 13.467, subd. 2, in St.2000.....	140
§ 13.53	Renumbered 13.467, subd. 1, in St.2000	140
§ 13.531	Renumbered 13.643, subd. 2, in St.2000.....	140
§ 13.54	Renumbered 13.585 in St.2002.....	140
§ 13.5401	Renumbered 13.586 in St.2002	140
§ 13.541	Renumbered 13.587 in St.2002	140
FACILITY, EVENT, AND RECREATIONAL DATA....		140
§ 13.548	Social recreational data.....	140
§ 13.55	Convention center data.....	140
§ 13.551	Renumbered 13.592, 13.593 in St.2000	141
HUMAN RIGHTS DATA		141
§ 13.552	Human rights data coded elsewhere	141
§ 13.56	Renumbered 13.822 in St.2000	142
§ 13.57	Renumbered 13.548 in St.2002.....	142
§ 13.58	Repealed by Laws 1987, c. 268, art. 6, § 53.....	142
HOUSING, BUSINESS, AND DEVELOPMENT DATA.....		142
§ 13.585	Housing agency data.....	142
§ 13.586	Housing agency data coded elsewhere	144
§ 13.587	Emergency services for homeless persons; private data	144
§ 13.59	Housing and redevelopment data.....	144
§ 13.591	Business data	145
§§ 13.592 to 13.5965	Repealed by Laws 2001, c. 202, § 21	147
§ 13.598	Employment and economic development data coded elsewhere	147
GRANTS		149
§ 13.599	Grants	149
§ 13.60	Renumbered 13.601, subd. 1, in St.2000	150
ELECTED AND APPOINTED OFFICIALS; LEGISLATIVE DATA.....		150
§ 13.601	Elected and appointed officials.....	150
§ 13.602	Elected and appointed official data coded elsewhere	151
§ 13.605	Legislative data.....	152

TABLE OF CONTENTS

§ 13.606	Legislative data coded elsewhere	152
CAMPAIGN FINANCE, PUBLIC DISCLOSURE, AND ELECTION DATA.....		153
§ 13.607	Campaign finance, public disclosure, and election data coded elsewhere.....	153
§ 13.61	Renumbered 13.714 in St.2000	154
§ 13.612	Renumbered 13.685 in St.2000	154
§ 13.62	Renumbered 13.594 in St.2000	154
§ 13.621	Renumbered 13.5951 in St.2000	154
§ 13.622	Renumbered 13.5952 in St.2000	154
RETIREMENT DATA.....		154
§ 13.63	Retirement data.....	154
§ 13.631	Retirement data coded elsewhere.....	154
§ 13.632	St. Paul Teachers Retirement Fund Association data.....	154
STATE AGENCY DATA		155
§ 13.635	General state agency data coded elsewhere	155
ADMINISTRATION AND FINANCE DATA.....		156
§ 13.64	Administration; management and budget data	156
§ 13.6401	Administration and management and budget data coded elsewhere	157
§ 13.641	Repealed by Laws 1990, c. 573, § 23	158
§ 13.642	Renumbered 13.63, subd. 2, in St.2000	158
AGRICULTURAL DATA		158
§ 13.643	Agricultural data	158
§ 13.6435	Agricultural data coded elsewhere	160
§ 13.644	Repealed by Laws 1993, c. 351, § 41	162
§ 13.645	Renumbered 13.643, subd. 3, in St.2000.....	162
§ 13.646	Renumbered 13.605, subd. 1, in St.2000.....	162
ATTORNEY GENERAL.....		162
§ 13.65	Attorney general data	162
§ 13.6505	Attorney general data coded elsewhere.....	163
§ 13.66	Renumbered 13.855, subds. 1 to 3, in St.2000.....	163
EMPLOYEE RELATIONS DATA.....		163
§ 13.67	Employee relations data	163
§ 13.6705	Employee relations data coded elsewhere	164
§ 13.671	Renumbered 13.5953 in St.2000	164

ENERGY AND UTILITIES DATA.....	164
§ 13.679 Public utility data	164
§ 13.68 Energy and financial data and statistics	165
§ 13.681 Energy and utilities data coded elsewhere	165
§ 13.685 Municipal utility customer data	166
PUBLIC SAFETY DATA	167
§ 13.69 Public safety department data	167
§ 13.6905 Public safety data coded elsewhere	168
§ 13.691 Renumbered 13.63, subd. 3, in St.2000	171
§ 13.692 Renumbered 13.679 in St.2000	171
§ 13.70 Repealed by Laws 1989, c. 184, art. 1, § 20, eff. July 1, 1989.....	171
§ 13.71 Repealed	171
COMMERCE, BANKING, AND INSURANCE DATA .	172
§ 13.711 Department of Commerce data; release of complaint to respondent.....	172
§ 13.712 Commerce data coded elsewhere.....	172
§ 13.713 Banking data coded elsewhere	172
§ 13.714 Insurance trust data; private and nonpublic data ...	173
§ 13.715 General insurance powers data; surplus line insurance.....	174
§ 13.716 General insurance powers data coded elsewhere	174
§ 13.717 Insurance; health care cost containment data coded elsewhere.....	175
§ 13.719 Miscellaneous insurance data	175
§ 13.7191 Miscellaneous insurance data coded elsewhere	177
TRANSPORTATION DATA	181
§ 13.72 Transportation Department data.....	181
§ 13.721 Transportation data coded elsewhere	188
§ 13.73 Repealed by Laws 1985, c. 298, § 45, eff. June 5, 1985	188
§ 13.74 Renumbered 13.741, subd. 3, in St.2000	188
ENVIRONMENTAL PROTECTION DATA.....	188
§ 13.741 Pollution control; environmental quality data.....	188
§ 13.7411 Pollution control and environmental quality data coded elsewhere	189
RACING; GAMING DATA.....	190
§ 13.745 Pari-mutuel horse racing coded elsewhere.....	190
§ 13.746 Gaming data coded elsewhere.....	191
§ 13.75 Renumbered 13.79, subd. 2, in St.2000.....	192
§ 13.76 Renumbered 13.596 in St.2000	192

TABLE OF CONTENTS

§ 13.761	Renumbered 13.605, subd. 2, in St.2000	192
§ 13.77	Renumbered 13.643, subd. 4, in St.2000	192
§ 13.771	Renumbered 13.741, subd. 1, in St.2000	192
§ 13.772	Renumbered 13.741, subd. 2, in St.2000	192
§ 13.78	Renumbered 13.5965 in St.2000	192
VETERANS AND MILITARY AFFAIRS DATA		192
§ 13.785	Veterans or military affairs data coded elsewhere...	192
LABOR DATA.....		193
§ 13.79	Department of Labor and Industry data	193
§ 13.7905	Labor and industry data coded elsewhere.....	193
§ 13.7908	Bureau of Mediation Services data.....	195
§ 13.7909	Public employment relations board data	195
§ 13.791	Rehabilitation data	196
BIOTECHNOLOGY DATA		197
§ 13.7911	Bioprocess piping and equipment data	197
GIFT DATA		197
§ 13.792	Private donor gift data.....	197
NATURAL RESOURCE DATA.....		198
§ 13.793	Natural resource data; mineral data	198
§ 13.7931	Natural resource data coded elsewhere.....	199
§ 13.7932	Logger safety and education program data	200
§ 13.794	Renumbered 13.392 in St.1998	200
LAW ENFORCEMENT; JUDICIAL; CORRECTIONS; CRIMINAL JUSTICE DATA.....		200
§ 13.80	Domestic abuse data.....	200
§ 13.805	Address confidentiality data coded elsewhere	200
§ 13.81	Repealed by Laws 1985, c. 298, § 45, eff. June 5, 1985	201
§ 13.82	Comprehensive law enforcement data.....	201
§ 13.821	Recordings of child abuse victims.....	209
§ 13.822	Sexual assault data	209
§ 13.823	Domestic abuse or sexual assault programs.....	210
§ 13.824	Automated license plate readers	210
§ 13.825	Portable recording systems	214
§ 13.83	Medical examiner data	221
§ 13.84	Court services data	223
§ 13.841	Court services data coded elsewhere	226
§ 13.85	Corrections and detention data.....	226
§ 13.851	Corrections and detention data coded elsewhere	227

EMPLOYMENT LAWS—MINNESOTA PRACTICE SERIES

§ 13.854	Release of arrested, detained, or confined person; automated notification service.....	228
§ 13.855	Repealed by Laws 2003, 1st Sp., c. 2, art. 5, § 18, eff. July 1, 2003.	229
§ 13.856	Ombudsperson for corrections; data	229
§ 13.86	Investigative detention data	229
§ 13.861	Security service data	230
§ 13.87	Criminal justice data	230
§ 13.871	Criminal justice data coded elsewhere	232
§ 13.873	Integrated search service data subject access	236
§ 13.875	Juvenile justice data coded elsewhere.....	236
§ 13.876	Foster youth ombudsperson; data	237
§ 13.88	Community dispute resolution center data	238
§ 13.89	Dissemination of data to protection and advocacy systems	238
§ 13.891	Restorative practice participant data	239
§ 13.90	Judiciary exempt.....	239
§ 13.95	Administrative courts	239
§ 13.99	Repealed	240
§ 13.991	Judicial official data; personal information.....	246
§ 13.991	Judicial official data; personal information.....	247

M.S.A. CHAPTER 13C ACCESS TO CONSUMER REPORTS

§ 13C.001	Definitions	249
§ 13C.01	Access to consumer reports prepared by consumer reporting agencies	250
§ 13C.016	Consumer security freeze	251
§ 13C.017	Security freeze; changes to information; written confirmation required	255
§ 13C.018	Security freeze; not applicable to certain consumer reporting agencies	255
§ 13C.019	Security freeze; exempt entities.....	255
§ 13C.02	Disclosure of use of consumer reports for employment purposes	255
§ 13C.03	Notice of adverse action	257
§ 13C.04	Enforcement; remedies	257
§ 13C.10	Protected persons security freeze.....	257

M.S.A. CHAPTER 13D OPEN MEETING LAW

§ 13D.001	Definition	261
§ 13D.01	Meetings must be open to the public; exceptions....	261
§ 13D.015	State entity meetings by telephone or interactive technology	263
§ 13D.02	Other entity meetings by interactive technology	264
§ 13D.021	Meetings during pandemic or chapter 12 emergency	265
§ 13D.03	Closed meetings for labor negotiations strategy.....	266

TABLE OF CONTENTS

§ 13D.04	Notice of meetings	267
§ 13D.05	Meetings having data classified as not public	269
§ 13D.06	Civil fines; forfeiture of office; other remedies	271
§ 13D.065	Use of social media	272
§ 13D.07	Citation	272
§ 13D.08	Open meeting law coded elsewhere	272

M.S.A. CHAPTER 15 STATE AGENCIES IN GENERAL.....

275

§ 15.001	Application of Laws 2005, chapter 56, terminology changes	279
----------	--	-----

DEPARTMENTS, AGENCIES, AND TASK FORCES .

279

§ 15.01	Departments of the state.....	279
§ 15.012	State agencies; designation by type.....	280
§ 15.013	Program payments withheld; fraud.....	280
§ 15.014	Advisory task forces	283
§ 15.0145	Ethnic councils	284
§ 15.0147	Council on LGBTQIA2S+ Minnesotans..	288
§§ 15.015 to 15.03	Repealed by Laws 1981, c. 253, § 48, eff. July 1, 1981.....	292
§ 15.039	Effect of transfer of powers among agencies.....	292
§ 15.0395	Interagency agreements and intra-agency transfers	294
§ 15.04	Repealed by Laws 1981, c. 253, § 48, eff. July 1, 1981.....	295
§§ 15.041 to 15.0413	Renumbered in chapter 14 in St.1982 ..	295
§ 15.0414	Repealed by Laws 1963, c. 822, § 4	295
§§ 15.0415 to 15.0419	Renumbered in chapter 14 in St.1982 .	295
§ 15.042	Repealed by Laws 1957, c. 806, § 13, eff. Jan. 1, 1958.....	295
§§ 15.0421, 15.0422	Renumbered 14.61 and 14.62 in St.1982.....	295
§ 15.0423	Repealed by Laws 1980, c. 615, § 61, eff. April 25, 1980.....	295
§§ 15.0424 to 15.0426	Renumbered in chapter 14 in St.1982 .	295
§§ 15.043, 15.044	Repealed by Laws 1957, c. 806, § 13, eff. Jan. 1, 1958.....	295
§ 15.045	Repealed by Laws 1955, c. 603, § 4	295
§ 15.046	Repealed by Laws 1975, c. 61, § 26; Laws 1976, c. 149, § 63, eff. July 1, 1976	295
§ 15.047	Repealed by Laws 1980, c. 615, § 62, eff. July 1, 1982.....	295
§ 15.0471	Obsolete	295
§§ 15.048 to 15.052	Renumbered in chapter 14 in St.1982...	295

GENERAL [15.053 TO 15.057]	295
§ 15.053 Use of the National Guard Education Center at Camp Ripley	295
§ 15.054 Sale or purchase of state property; penalty.....	296
§ 15.055 Repealed by Laws 1977, c. 347, § 4.....	296
§ 15.056 Repealed by Laws 1965, c. 45, § 73.....	296
§ 15.057 Publicity representatives	296
§ 15.0573 Reporting alleged misuse of public resources or data	297
§ 15.0574 Organizational charts posted	297
BOARDS, COUNCILS, COMMITTEES, AND TASK FORCES	297
§ 15.0575 Administrative boards and agencies	297
§ 15.058 Licensing board members, compensation, terms, removal, reports	299
§ 15.059 Advisory councils and committees	299
§ 15.0591 Representative of older population.....	302
§ 15.0593 Agencies created by executive order	303
§ 15.0594 Commissioner's approval required	303
§ 15.0595 Compensation and per diem; source of funds	303
§ 15.0596 Additional compensation from contingent fund prohibited	304
APPOINTMENTS; REGISTRATION OF AGENCIES.	304
§ 15.0597 Appointments to multimember agencies.....	304
§ 15.0598 Exceptions to open appointments	309
§ 15.0599 Registration of multimember agencies.....	309
§ 15.06 Appointment of department heads; terms; deputies ..	312
GENERAL [15.061 TO 15.441]	315
§ 15.061 Professional or technical services	315
§ 15.063 Biennial reports; submission	315
§ 15.065 Repealed by Laws 1997, c. 98, § 17	315
§ 15.066 Confirmation of appointments.....	315
§ 15.07 Repealed by Laws 1996, c. 310, § 1	316
§ 15.08 Commissioners of management and budget and administration; access to records	316
§ 15.082 Obligations of public corporations.....	317
§ 15.09 Repealed by Laws 1996, c. 310, § 1	317
§ 15.10 Records delivered to department heads .	317
§§ 15.11, 15.12 Repealed by Laws 1961, c. 561, § 17.....	317
§ 15.13 Repealed by Laws 1976, c. 2, § 3.....	317
§§ 15.14, 15.15 Repealed by Laws 1996, c. 310, § 1	317
§ 15.16 Transfer of lands between departments .	317

TABLE OF CONTENTS

§ 15.161	Acceptance of federal lands or buildings; consultation with legislative committees.....	318
§§ 15.1611 to 15.163	Renumbered in chapter 13 in St.1982...	319
§ 15.164	Repealed by Laws 1975, c. 401, § 9, eff. June 6, 1975	319
§ 15.1641	Repealed by Laws 1979, c. 328, § 24, eff. July 1, 1979.....	319
§§ 15.1642 to 15.1679	Renumbered in chapter 13 in St.1982 .	319
§ 15.168	Repealed by Laws 1975, c. 401, § 9, eff. June 6, 1975	319
§§ 15.1681 to 15.1683	Renumbered in chapter 13 in St.1982 .	319
§ 15.169	Repealed by Laws 1979, c. 328, § 24.....	319
§§ 15.1691 to 15.1699	Renumbered in chapter 13 in St.1982 .	319
§ 15.17	Official records	319
§§ 15.171 to 15.174	Repealed by Laws 1997, c. 206, § 13.....	320
§ 15.18	Distribution of publications.....	320
§ 15.181	Renumbered 43.33 in St.1974	321
§ 15.185	Mailing lists	321
§ 15.19	Repealed by Laws 1969, c. 265, § 2, eff. May 1, 1969	321
§ 15.191	Imprest cash funds	321
§§ 15.21 to 15.23	Obsolete	322
§ 15.31	State employees, liability insurance, payment of premiums.....	322
§ 15.315	Repealed by Laws 1976, c. 331, § 43, eff. Aug. 1, 1976	322
§§ 15.35, 15.36	Repealed by Laws 1965, c. 780, § 9	322
§ 15.37	Repealed by Laws 1967, c. 103, § 10, eff. April 1, 1967	322
§ 15.375	Subdivisions renumbered, repealed, or no longer in effect	322
§ 15.38	Noninsurance of state property; exceptions	322
§ 15.39	Employment and Economic Development Department buildings...	323
§ 15.40	Lack of care in keeping state property safe from fire loss, nonfeasance in office	324
§ 15.41	Construction permits, requisites	324
§ 15.411	Public works contracts; no damages for delay clauses	324
§ 15.415	Corrections in transactions, waiver	325
§ 15.42	Renumbered 15.041 in St.1978	325
§ 15.43	Acceptance of advantage by state employee; penalty	325
§ 15.435	Airline travel credit.....	326
§ 15.44	Aids for persons with disabilities at state meetings	326

EMPLOYMENT LAWS—MINNESOTA PRACTICE SERIES

§ 15.441	Communications services	327
§ 15.442	Local news organization advertising by state agencies	328
PUBLIC EMPLOYEES PREVENTIVE HEALTH SERVICES		329
§ 15.45	Definitions	329
§ 15.46	Preventive health services for public employees	330
§ 15.47	Repealed by Laws 1987, c. 186, § 16.....	330
COSTS AND ATTORNEY FEES.....		330
§ 15.471	Definitions.....	330
§ 15.472	Fees and expenses; civil action or contested case proceeding involving state	332
§ 15.473	Payment of costs and fees	332
§ 15.474	Procedure for award of fees; contested case	333
§ 15.475	Repealed by Laws 1997, c. 7, art. 2, § 67, eff. Oct. 15, 1995.....	333
§ 15.50	Renumbered in chapters 15B and 16B in St.2003 Supp.	333
INTERCHANGE OF GOVERNMENT EMPLOYEES .		333
§ 15.51	Declaration of policy	333
§ 15.52	Definitions	333
§ 15.53	Authority to interchange employees	334
§ 15.54	Status of employees of this state.....	335
§ 15.55	Travel expenses of employees of this state.....	335
§ 15.56	Status of employees of other governments	335
§ 15.57	Travel expenses of employees of other governments ..	336
§ 15.58	Agreements between federal and receiving agencies..	337
§ 15.59	Employee interchange between state and private industry	337
GENERAL [15.60 TO 15.985].....		337
§ 15.60	Public safety officers; American flag	337
§ 15.61	Employment of unemployed and underemployed persons.....	338
§ 15.62	Athletic leave of absence	338
§ 15.71	Public contracts; definitions	339
§ 15.72	Progress payments on public contracts; retainage	340
§ 15.73	Alternative form of retainage.....	342
§ 15.74	Exceptions to application	343
§ 15.75	Contracts with regional organizations.....	343
§ 15.76	Expired pursuant to Laws 2011, c. 24, § 1, eff. June 30, 2018	344
§ 15.761	SAVI program	344

TABLE OF CONTENTS

§§ 15.771 to 15.792	Renumbered in chapter 13 in St.1982....	345
§ 15.793	Repealed by Laws 1996, c. 310, § 1	345
§§ 15.801 to 15.811	Renumbered in chapter 13 in St.1982....	345
§ 15.85	Discipline for racial harassment	345
§ 15.86	State agency actions.....	346
§ 15.87	Victims of violence	346
§§ 15.90 to 15.92	Repealed by Laws 1999, c. 250, art. 1, § 115, par. (b)	347
§§ 15.95, 15.96	Repealed by Laws 1997, c. 202, art. 3, § 36.....	347
§ 15.97	Information and telecommunications institute	347
§ 15.98	Indoor ice facilities.....	348
§ 15.985	Advisory inspections.....	348

AGENCY SERVICE REQUIREMENTS 351

§ 15.99	Time deadline for agency action.....	351
§ 15.991	Customer service	354
§ 15.992	Time limitation	355
§ 15.993	Other law.....	356
§ 15.994	Internet grant information	356
§ 15.995	Repealed by Laws 2007, c. 75, § 1, eff. May 16, 2007	357

M.S.A. CHAPTER 15A PUBLIC OFFICERS AND EMPLOYEES; COMPENSATION AND ALLOWANCES 357

§ 15A.01	Amount.....	357
§ 15A.02	Repealed by Laws 1971, Ex.Sess., c. 32, § 33.....	358
§ 15A.021	Repealed by Laws 1974, c. 511, § 16.....	358
§ 15A.03	Repealed by Laws 1971, Ex.Sess., c. 32, § 33.....	358
§ 15A.031	Repealed by Laws 1974, c. 511, § 16.....	358
§ 15A.04	Repealed by Laws 1971, Ex.Sess., c. 32, § 33.....	358
§ 15A.041	Repealed by Laws 1974, c. 511, § 16.....	358
§§ 15A.05 to 15A.07	Repealed by Laws 1971, Ex.Sess., c. 32, § 33.....	358
§ 15A.071	Repealed by Laws 1975, c. 381, § 23, eff. June 5, 1975	358
§ 15A.08	Repealed by Laws 1971, Ex.Sess., c. 32, § 33.....	358
§ 15A.081	Salaries; expenses; leave transfers.....	358
§ 15A.0815	Salary limits for certain employees.....	360
§ 15A.082	Compensation Council.....	362
§ 15A.0825	Legislative Salary Council	364
§ 15A.083	Salaries for positions in the judicial	

EMPLOYMENT LAWS—MINNESOTA PRACTICE SERIES

	branch	366
§§ 15A.084, 15A.085	Repealed by Laws 1974, c. 511, § 16	368
§ 15A.086	Limits on bonus payments	368
§§ 15A.09 to 15A.10	Repealed by Laws 1971, Ex.Sess., c. 32, § 33.....	368
§ 15A.101	Renumbered 16A.16 in St.1974	368
§ 15A.11	Repealed by Laws 1971, Ex.Sess., c. 32, § 33.....	368
§ 15A.12	Renumbered 43.068 in St.1974	368
§ 15A.13	Other terms and conditions of employment	368
§ 15A.14	Repealed by Laws 1973, c. 507, § 47; Laws 1974, c. 511, § 16	369
§ 15A.15	Repealed by Laws 1996, c. 310, § 1	369
§§ 15A.16, 15A.17	Repealed by Laws 1971, Ex.Sess., c. 32, § 33.....	369
§ 15A.18	Appellate courts employees	369
§ 15A.19	Repealed by Laws 1971, Ex.Sess., c. 32, § 33.....	369
§ 15A.20	Subdivisions renumbered, repealed, or no longer in effect	369
§ 15A.21	Repealed by Laws 1973, c. 720, § 79.....	369
§ 15A.211	Renumbered 43.329 in St.1974	369
§ 15A.22	Public employees; religious holidays	369

M.S.A. CHAPTER 43A STATE PERSONNEL MANAGEMENT

		371
§ 43A.001	Renumbered 15.001 in St.2008	373
§ 43A.01	Policies	373
§ 43A.02	Definitions	374
§ 43A.03	Repealed by Laws 2008, c. 204, § 43, eff. Aug. 1, 2008	379
§ 43A.04	General powers and responsibilities of commissioner	379
§ 43A.044	Renumbered 16B.495 in St.2008.....	385
§ 43A.045	Restructuring	385
§ 43A.046	Staff reductions	385
§ 43A.047	Contracted services.....	385
§ 43A.05	Powers and responsibilities; Personnel ..	386
§ 43A.06	Powers and responsibilities; Labor Relations	388
§ 43A.07	Classified service	389
§ 43A.071	Service worker	391
§ 43A.08	Unclassified service	391
§ 43A.081	Subdivisions renumbered, repealed, or no longer in effect	394
§ 43A.082	Repealed by Laws 1996, c. 310, § 1.....	394
§ 43A.09	Recruitment	394
§ 43A.10	Selection process; eligibility to compete..	395

TABLE OF CONTENTS

§ 43A.11	Veteran's preference.....	398
§ 43A.111	Noncompetitive appointment of certain disabled veterans	399
§ 43A.12	Repealed by Laws 2004, c. 207, § 31, par. (a).....	399
§ 43A.121	Ranking of the applicant pool.....	399
§ 43A.13	Subdivisions renumbered, repealed, or no longer in effect.....	400
§ 43A.14	Appointments	400
§ 43A.15	Noncompetitive and qualifying appointments	400
§ 43A.16	Probationary periods	404
§ 43A.17	Salary limits, rates, ranges and exceptions	404
§ 43A.18	Total compensation; collective bargaining agreements; plans	409
§ 43A.181	Unreimbursed medical costs vacation donation program	413
§ 43A.1815	Vacation donation to sick leave account .	413
§ 43A.182	Repealed by Laws 1997, c. 97, § 20.....	414
§ 43A.183	Payment of salary differential to reserve forces who report for active service	414
§ 43A.184	Sick leave for veterans with service-related disabilities	417
§ 43A.185	Disaster volunteer leave	417
§ 43A.187	Blood donation leave	418
§ 43A.19	Affirmative action	418
§ 43A.191	Agency affirmative action programs.....	419
§ 43A.192	Repealed by Laws 1990, c. 426, art. 1, § 12	423
§ 43A.20	Performance appraisal and pay	423
§ 43A.21	Training programs.....	424
§ 43A.211	Repealed by Laws 1995, c. 254, art. 1, § 97, par. (a), eff. July 1, 1999	425
§ 43A.22	Benefits; intent	425
§ 43A.23	Contracting authority	426
§ 43A.231	Procurement of a pharmacy benefit manager and a platform technology vendor	427
§ 43A.24	Eligibility for state paid insurance and benefits	432
§ 43A.241	Insurance contributions; former employees	435
§ 43A.25	Repealed by Laws 1989, c. 81, § 4	436
§ 43A.26	Optional coverages	436
§ 43A.27	Eligibility for individual paid insurance and benefits.....	436
§ 43A.28	Enrollment	439
§ 43A.281	Expired January 1, 2014	439

EMPLOYMENT LAWS—MINNESOTA PRACTICE SERIES

§ 43A.29	Contributions by state	439
§ 43A.30	Payment of premiums.....	440
§ 43A.31	Administration.....	441
§ 43A.311	Drug purchasing program	442
§ 43A.312	Renumbered 62J.63 in St.2009 Supp.	442
§ 43A.315	Repealed by Laws 2025, c. 39, art. 3, § 30, eff. July 1, 2025	442
§ 43A.316	Public employees insurance program.....	442
§ 43A.317	Minnesota employees insurance program	447
§ 43A.318	Public employees group long-term care insurance program	448
§ 43A.319	Employee assistance program.....	448
§ 43A.32	Political activities.....	448
§ 43A.321	Volunteer firefighter and rescue workers; agreements.....	449
§ 43A.325	Best practices for investigations	449
§ 43A.33	Grievances.....	449
§ 43A.34	Retirement	451
§ 43A.345	Early retirement incentive	452
§ 43A.346	Postretirement option	453
§ 43A.35	Death benefit for retired employees	456
§ 43A.36	Relationships with other agencies and jurisdictions.....	456
§ 43A.37	Payrolls	457
§ 43A.375	Deduction for expenses; fraud or mistake.....	458
§ 43A.38	Code of ethics for employees in the executive branch	458
§ 43A.39	Compliance with law	461
§§ 43A.40 to 43A.42	Repealed by Laws 1999, c. 182, § 20, eff. May 20, 1999.....	462
§ 43A.421	Customized employment program	462
§ 43A.43	Subdivisions renumbered, repealed, or no longer in effect.....	463
§ 43A.431	Americans with Disabilities Act coordinators.....	463
§§ 43A.44 to 43A.465	Repealed by Laws 1999, c. 182, § 20, eff. May 20, 1999.....	464
§ 43A.47	Repealed by Laws 1996, c. 310, § 1.....	464
§ 43A.48	Pretax expense accounts.....	464
§ 43A.49	Voluntary unpaid leave of absence	464
§ 43A.50	State employee combined charities campaign registration	465
§ 43A.55	Management analysis revolving fund	468
M.S.A. CHAPTER 62A ACCIDENT AND HEALTH INSURANCE		469

TABLE OF CONTENTS

POLICIES, RATES, AND COVERAGES	469
§ 62A.17 Termination of or layoff from employment; continuation and conversion rights.....	469
M.S.A. CHAPTER 122A TEACHERS AND OTHER EDUCATORS	473
§ 122A.001 Renumbered 15.001 in St.2008	476
§ 122A.01 Definitions	476
PROFESSIONAL EDUCATOR LICENSING AND STANDARDS BOARD	476
§ 122A.04 License required	476
§ 122A.05 Professional practices; intent.....	476
§ 122A.06 Definitions	476
§ 122A.07 Professional Educator Licensing and Standards Board membership	478
§ 122A.08 Meetings	480
§ 122A.09 Duties	480
§ 122A.091 Reports	482
§ 122A.092 Teacher preparation programs	485
§ 122A.093 Fraud; gross misdemeanor	488
BOARD OF SCHOOL ADMINISTRATORS	488
§ 122A.11 Definitions	488
§ 122A.12 Board of School Administrators	488
§ 122A.13 Meetings	489
§ 122A.14 Duties of Board of School Administrators.....	490
LICENSURE	492
§ 122A.15 Teachers, supervisory and support personnel, definitions, licensure.....	492
§ 122A.16 Qualified teacher defined	492
§ 122A.162 Repealed by Laws 2017, 1st Sp., c. 5, art. 3, § 36, eff. Jan. 1, 2018.....	493
§ 122A.163 Repealed by Laws 2017, 1st Sp., c. 5, art. 3, § 36, par. (b), eff. July 1, 2018	493
§ 122A.164 Repealed by Laws 1998, c. 398, art. 6, § 38, par. (a), eff. Dec. 31, 1999	493
§ 122A.17 Validity of certificates or licenses	493
§ 122A.175 Repealed by Laws 2019, 1st Sp., c. 11, art. 10, § 9, eff. May 31, 2019.....	493
§ 122A.18 Board to issue licenses.....	493
§ 122A.181 Tier 1 license.....	497
§ 122A.182 Tier 2 license.....	500
§ 122A.183 Tier 3 license.....	503
§ 122A.184 Tier 4 license.....	505

EMPLOYMENT LAWS—MINNESOTA PRACTICE SERIES

§ 122A.185	Teacher licensure assessment	506
§ 122A.187	Expiration and renewal	507
§ 122A.188	Licensure denial; appeal	509
§ 122A.19	Bilingual and English as a second language teachers; licenses	510
§ 122A.20	Suspension or revocation of licenses	511
§ 122A.21	Teachers' and administrators' licenses; fees	514
§ 122A.22	District verification of teacher licenses	515
§ 122A.23	Applicants trained in other states	515
§ 122A.24	Repealed by Laws 2011, c. 5, § 5, eff. Aug. 1, 2011	516
§ 122A.245	Repealed by Laws 2017, 1st Sp., c. 5, art. 3, § 36, par. (b), eff. July 1, 2018	516
§ 122A.2451	Alternative teacher preparation providers and programs	516
§ 122A.25	Repealed by Laws 2017, 1st Sp., c. 5, art. 3, § 36, par. (b), eff. July 1, 2018	518
§ 122A.26	Community education teachers; licensure requirements	518
§ 122A.261	Prekindergarten, school readiness, preschool, and early education programs; licensure requirement	519
§ 122A.27	Alternative preparation licensing for administrators	520
§ 122A.28	Teachers of deaf and hard-of-hearing students; licensure requirements	521
§ 122A.29	Teachers of blind and visually impaired students; licensure requirements	522
§ 122A.30	Expired by Laws 2015, 1st Sp., c. 3, art. 2, § 22, eff. June 30, 2020	522
§ 122A.31	American sign language/English interpreters	522
§ 122A.32	Repealed by Laws 2009, c. 96, art. 2, § 68, eff. July 1, 2009	525
§ 122A.33	License and degree exemption for head coach	525
EMPLOYMENT CONTRACTS; TERMS AND CONDITIONS		526
§ 122A.40	Employment; contracts; termination	526
§ 122A.41	Teacher Tenure Act; cities of the first class; definitions	538
§ 122A.413	Repealed by Laws 2016, c. 189, art. 25, § 63, eff. July 1, 2016	549
§ 122A.414	Alternative teacher pay	549
§ 122A.4144	Supplemental agreements; alternative teacher pay	553
§ 122A.415	Alternative compensation revenue	554
§ 122A.4155	Alternative compensation rural district application assistance	557

TABLE OF CONTENTS

§ 122A.416	Alternative teacher compensation revenue for Perpich Center for Arts Education and multidistrict integration collaboratives	557
§ 122A.417	Alternative teacher compensation revenue for St. Croix River Education District	558
§ 122A.42	General control of schools.....	558
§ 122A.43	Short-term, limited contracts.....	558
§ 122A.44	Contracting with teachers; substitute teachers	559
§ 122A.441	Short-call emergency substitute teacher program	560
§ 122A.45	Teacher contracts for summer school	561
§ 122A.46	Extended leaves of absence	561
§ 122A.47	Return to full-time work	563
§ 122A.48	Teacher early retirement incentive program	564
§ 122A.49	Sabbatical leave for teachers	565
§ 122A.50	Preparation time	565
§ 122A.51	Teacher lunch period	566
§§ 122A.52, 122A.53	Repealed by Laws 2014, c. 272, art. 8, § 4, eff. Aug. 1, 2014	566
§ 122A.54	Exchange teachers.....	566
§ 122A.55	Staff exchange program.....	566
§ 122A.56	Faculty exchange and temporary assignment program	568
§ 122A.57	Exchanges between education faculty	569
§ 122A.58	Coaches, termination of duties	569
§ 122A.59	Come Teach in Minnesota hiring bonuses	570
TEACHER EDUCATION AND TRAINING; STAFF DEVELOPMENT		572
§ 122A.60	Staff development program	572
§ 122A.61	Reserved revenue for staff development ..	575
§ 122A.615	Ableism and disability justice	576
§ 122A.62	Repealed by Laws 2003, 1st Sp., c. 9, art. 1, § 54, par. (c)	576
§ 122A.624	Educational effectiveness program.....	576
§ 122A.625	Educational effectiveness plan	577
§ 122A.627	Positive behavioral interventions and supports	578
§ 122A.628	Repealed by Laws 2009, c. 96, art. 2, § 68, eff. July 1, 2009	578
§ 122A.63	Grants to prepare Indian teachers.....	578
§ 122A.631	Supporting heritage language and culture teachers	581
§ 122A.635	Educator tuition assistance program	583

EMPLOYMENT LAWS—MINNESOTA PRACTICE SERIES

§§ 122A.64, 122A.65	Repealed by Laws 2003, 1st Sp., c. 9, art. 2, § 56, par. (a).....	586
§ 122A.66	Teacher training; effects of drugs and alcohol	586
§ 122A.68	Teaching residency program	586
§ 122A.69	Practice or student teachers	588
§ 122A.695	Best practices	588
§ 122A.70	Teacher mentorship and retention of effective teachers	588
§ 122A.71	Research on program effectiveness	591
§ 122A.72	Teacher centers	591
§ 122A.73	Grants for Grow Your Own programs	593
§ 122A.731	Renumbered 142D.33 in St.2024.....	595
§ 122A.74	Principals' Leadership Institute.....	595
§ 122A.75	Repealed by Laws 2009, c. 96, art. 2, § 68, eff. July 1, 2009	596
§ 122A.76	Statewide concurrent enrollment teacher training program	596
§ 122A.77	Special education teacher pipeline program	598
§ 122A.78	Agricultural educator grants	599
INTERSTATE AGREEMENT.....		600
§ 122A.90	Interstate Agreement on Qualifications of Educational Personnel	600
§ 122A.91	Designated state official.....	604
§ 122A.92	Record of contracts	604
M.S.A. CHAPTER 123B SCHOOL DISTRICT POWERS AND DUTIES		605
INDEPENDENT SCHOOL DISTRICTS		605
§ 123B.02	General powers of independent school districts	605
§ 123B.03	Background check	611
§ 123B.195	Board members' right to employment.....	615
M.S.A. CHAPTER 142C CERTIFIED LICENSE-EXEMPT CHILD CARE CENTERS.....		617
§ 142C.14	Personnel record	617
M.S.A. CHAPTER 144 DEPARTMENT OF HEALTH		619
STATE COMMISSIONER OF HEALTH		619
§ 144.057	Background studies on licensees and other personnel	619
§ 144.058	Interpreter services quality initiative.....	622

TABLE OF CONTENTS

CLEAN INDOOR AIR ACT	622
§ 144.411 Citation	622
§ 144.412 Public policy	623
§ 144.413 Definitions	623
§ 144.414 Prohibitions	624
§ 144.415 Repealed by Laws 2007, c. 82, § 15, eff. Oct. 1, 2007	625
§ 144.416 Responsibilities of proprietors	625
§ 144.4165 Tobacco products prohibited in public schools	626
§ 144.4167 Permitted smoking	626
§ 144.417 Commissioner of health, enforcement, penalties ...	628
PATIENTS BILL OF RIGHTS	629
§ 144.6512 Retaliation in nursing homes prohibited	629
HEALTH CARE FACILITIES	631
§ 144.656 Employees to be compensated	631
M.S.A. CHAPTER 144G ASSISTED LIVING	633
RESIDENT RIGHTS AND PROTECTIONS	633
§ 144G.92 Retaliation prohibited	633
M.S.A. CHAPTER 152 DRUGS; CONTROLLED SUBSTANCES	635
THERAPEUTIC RESEARCH ACT; MEDICAL CANNABIS	635
§ 152.21 Repealed by Laws 2023, c. 63, art. 6, § 73, eff. July 1, 2023	635
§ 152.22 Definitions	635
§ 152.23 Limitations	639
§ 152.24 Federally approved clinical trials	640
§ 152.25 Office duties	640
§ 152.26 Rulemaking	643
§ 152.26 Repealed by Laws 2023, c. 63, art. 6, § 73, eff. Dec. 1, 2025	644
§ 152.26 Rulemaking	644
§ 152.261 Rules; adverse incidents	644
§ 152.27 Patient registry program established	644
§ 152.27 Patient registry program established	648
§ 152.28 Health care practitioner duties	649
§ 152.29 Manufacturer of medical cannabis duties	651
§ 152.291 Tribal medical cannabis program manufacturer transportation	658
§ 152.30 Patient duties	658

EMPLOYMENT LAWS—MINNESOTA PRACTICE SERIES

§ 152.31	Data practices.....	658
§ 152.31	Repealed by Laws 2023, c. 63, art. 6, § 73, eff. Dec. 1, 2025.....	659
§ 152.32	Protections for registry program or Tribal medical cannabis program participation.....	659
§ 152.33	Violations.....	662
§ 152.34	Health care facilities.....	664
§ 152.35	Fees; deposit of revenue.....	665
§ 152.36	Repealed by Laws 2024, c. 121, art. 2, § 154, eff. July 1, 2024.....	665
§ 152.37	Financial examinations; pricing reviews.....	665
M.S.A. CHAPTER 169 TRAFFIC REGULATIONS....		667
VEHICLE EQUIPMENT, SAFETY		667
§ 169.475	Use of wireless communications device.....	667
M.S.A. CHAPTER 171 DRIVERS' LICENSES AND TRAINING SCHOOLS		669
DRIVERS' LICENSES.....		669
§ 171.02	Licenses; types, endorsements, restrictions.....	669
§ 171.066	Enhanced driver's license for employment.....	677
§ 171.168	Notice of violation by commercial driver.....	677
§ 171.169	Notice of commercial license suspension.....	678
§ 171.321	Qualifications of school bus and type III vehicle drivers.....	679
M.S.A. CHAPTER 176 WORKERS' COMPENSATION.....		683
§ 176.0001	Renumbered 15.001 in St.2008.....	691
INTENT.....		691
§ 176.001	Intent of the legislature.....	691
§ 176.01	Repealed by Laws 1953, c. 755, § 83.....	691
DEFINITIONS		691
§ 176.011	Definitions.....	691
§ 176.012	Repealed by Laws 1987, c. 332, § 117, eff. July 1, 1987.....	705
§ 176.02	Repealed by Laws 1953, c. 755, § 83.....	705
GENERAL APPLICATION AND LIABILITY		705
§ 176.021	Application to employers and employees.....	705
§ 176.03	Repealed by Laws 1953, c. 755, § 83.....	710
§ 176.031	Employer's liability exclusive.....	710

TABLE OF CONTENTS

§ 176.04	Repealed by Laws 1953, c. 755, § 83	711
§ 176.041	Excluded employments; application, exceptions, election of coverage.....	711
§ 176.042	Repealed by Laws 2007, c. 135, art. 3, § 42, eff. Jan. 1, 2009	715
§ 176.043	Trucking and messenger/courier industries; independent contractors	715
§ 176.05	Repealed by Laws 1953, c. 755, § 83	716
§ 176.051	Assumption of liability; farm and household workers	716
§ 176.06	Repealed by Laws 1953, c. 755, § 83	716
§ 176.061	Third-party liability.....	716
§ 176.07	Repealed by Laws 1953, c. 755, § 83	721
§ 176.071	Joint employers; contribution.....	721
§ 176.08	Repealed by Laws 1953, c. 755, § 83	722
§ 176.081	Legal services or disbursements; lien; review.....	722
§ 176.09	Repealed by Laws 1953, c. 755, § 83	727
§ 176.091	Minor employees	727
§ 176.092	Guardian; conservator	727
BENEFITS		728
§ 176.095	Legislative findings	728
§ 176.10	Repealed by Laws 1953, c. 755, § 83	729
§ 176.101	Compensation schedule.....	729
§ 176.1011	Repealed by Laws 1996, c. 310, § 1	736
REHABILITATION.....		736
§ 176.102	Rehabilitation	736
§ 176.1021	Repealed by Laws 2009, c. 75, § 17, eff. May 13, 2009	746
REVIEW OF SERVICES.....		746
§ 176.103	Medical health care review	746
§ 176.104	Rehabilitation prior to determination of liability...	749
§ 176.1041	Repealed by Laws 2008, c. 250, § 18, effective May 1, 2008	750
DISABILITY SCHEDULES.....		750
§ 176.105	Commissioner to establish disability schedules.....	750
CONFERENCES		752
§ 176.106	Administrative conference.....	752
§ 176.107	Teleconferences	755
MISCELLANEOUS [176.108 TO 176.134]		755
§ 176.108	Light-duty work pools	755

EMPLOYMENT LAWS—MINNESOTA PRACTICE SERIES

§ 176.11	Repealed by Laws 1953, c. 755, § 83	755
§ 176.111	Dependents, allowances.....	755
§ 176.12	Repealed by Laws 1953, c. 755, § 83	760
§ 176.121	Commencement of compensation.....	760
§ 176.129	Creation of special compensation fund	760
§ 176.1292	Forbearance of amounts owed to the special compensation fund.....	766
§ 176.13	Repealed by Laws 1965, c. 327, § 2.....	771
§ 176.130	Targeted industry fund; loggers	771
§ 176.131	Repealed by Laws 1992, c. 510, art. 3, § 36, eff. July 1, 1992	774
§ 176.1311	Repealed by Laws 2014, c. 182, § 8, eff. Aug. 1, 2014	774
§ 176.132	Repealed by Laws 1995, c. 231, art. 1, § 35; Laws 1995, c. 231, art. 2, § 110.....	774
§ 176.1321	Effective date of benefit changes	774
§ 176.133	Repealed by Laws 1995, c. 231, art. 2, § 110.....	774
§ 176.134	Repealed by Laws 1985, c. 234, § 22	774
TREATMENT AND SUPPLIES.....		774
§ 176.135	Treatment; appliances; supplies	774
MANAGED CARE		783
§ 176.1351	Managed care	783
FEES FOR SERVICES		787
§ 176.136	Medical fee review	787
MISCELLANEOUS [176.1361 TO 176.138].....		793
§ 176.1361	Testimony of providers	793
§ 176.1362	Inpatient hospital payment.....	794
§ 176.1363	Ambulatory surgical center payment.....	797
§ 176.1364	Workers' compensation hospital outpatient fee schedule.....	800
§ 176.1365	Outpatient billing, payment, and dispute resolution	806
§ 176.137	Remodeling of residence; disabled employees	808
§ 176.138	Medical data; access	809
NOTICE.....		811
§ 176.139	Notice of rights posted.....	811
§ 176.14	Repealed by Laws 1953, c. 755, § 83	811
§ 176.141	Notice of injury	811
§ 176.145	Service of notice, form	812
§ 176.15	Repealed by Laws 1953, c. 755, § 83	812

TABLE OF CONTENTS

TIME LIMITS	812
§ 176.151 Time limitations.....	812
§ 176.152 Repealed by Laws 1983, c. 290, § 173, eff. Jan. 1, 1984.....	814
EXAMS	814
§ 176.155 Examinations.....	814
§ 176.16 Repealed by Laws 1953, c. 755, § 83	817
PAYMENTS	817
§ 176.161 Alien dependents.....	817
§ 176.165 Lump-sum payments	818
§ 176.17 Repealed by Laws 1953, c. 755, § 83	818
§ 176.171 Payment to trustee.....	818
§ 176.175 Right to compensation, award	819
§ 176.175 Right to compensation, award	819
FRAUD	820
§ 176.178 Fraud	820
OVERPAYMENTS	820
§ 176.179 Recovery of overpayments.....	820
§ 176.18 Repealed by Laws 1953, c. 755, § 83	821
INSURANCE	821
§ 176.181 Insurance	821
MISCELLANEOUS [176.1812 TO 176.192]	826
§ 176.1812 Collective bargaining agreements.....	826
§ 176.182 Business licenses or permits; coverage required....	828
§ 176.183 Uninsured and self-insured employers; benefits to employees and dependents; liability of employer..	829
§ 176.184 Inspections; enforcement	831
§ 176.185 Policy of insurance	833
§ 176.186 Records from other state agencies.....	843
§ 176.19 Repealed by Laws 1953, c. 755, § 83	843
§ 176.191 Dispute between two or more employers or insurers regarding liability	843
§ 176.192 Bomb disposal unit employees.....	847
PROHIBITIONS AND PENALTIES	848
§ 176.194 Prohibited practices.....	848
§ 176.195 Revocation of insurer's license.....	850
§ 176.20 Repealed by Laws 1953, c. 755, § 83	851
§ 176.201 Discriminatory rates	851

EMPLOYMENT LAWS—MINNESOTA PRACTICE SERIES

§ 176.205	Person deemed employer	851
§ 176.21	Repealed by Laws 1953, c. 755, § 83	852
§ 176.211	Acts or omissions of third persons.....	852
§ 176.215	Subcontractor's failure to comply with chapter	852
§ 176.22	Repealed by Laws 1953, c. 755, § 83	853
PAYMENTS [176.221 TO 176.23]		853
§ 176.221	Payment of compensation and treatment charges, commencement	853
§ 176.222	Report on collection and assessment of fines and penalties.....	857
§ 176.223	Repealed by Laws 2023, c. 51, art. 6, § 7, eff. July 1, 2023.....	857
§ 176.225	Additional award as penalty	857
§ 176.23	Repealed by Laws 1953, c. 755, § 83	859
REPORTS		859
§ 176.231	Report of death or injury to commissioner of Department of Labor and Industry.....	859
§ 176.232	Repealed by Laws 1995, c. 231, art. 2, § 110.....	870
§ 176.234	Release of data for epidemiologic study	870
NOTICE [176.235 TO 176.238]		870
§ 176.235	Notice to employers and injured employee of rights and duties	870
§ 176.238	Notice of discontinuance of compensation	871
DISCONTINUANCE OF BENEFITS		874
§ 176.239	Administrative decision concerning discontinuance of compensation	874
§ 176.24	Repealed by Laws 1953, c. 755, § 83.....	877
§§ 176.241 to 176.244	Repealed by Laws 1987, c. 332, § 117, eff. July 1, 1987.....	877
RECEIPTS		877
§ 176.245	Receipts for payment of compensation, filing	877
§ 176.25	Repealed by Laws 1953, c. 755, § 83	877
DUTIES		877
§ 176.251	Duties of commissioner of Department of Labor and Industry.....	877
§ 176.253	Insurer, employer, and third-party administrator; performance of acts	878
§§ 176.255, 176.26	Repealed by Laws 1953, c. 755, § 83.....	879

TABLE OF CONTENTS

§ 176.261	Employee of commissioner of Department of Labor and Industry may act for and advise a party to a proceeding	879
§ 176.2611	Coordination of the Office of Administrative Hearings' case management system and the workers' compensation imaging system.....	879
§ 176.2612	Workers' compensation Claims Access and Management Platform User System (CAMPUS).....	882
§ 176.2615	Repealed by Laws 2014, c. 182, § 8, eff. Aug. 1, 2014.....	885
§ 176.262	Repealed by Laws 1983, c. 290, § 173, eff. Jan. 1, 1984	885
§ 176.265	Repealed by Laws 1986, c. 461, § 37	885
§ 176.27	Repealed by Laws 1953, c. 755, § 83	885
PROCEDURE		885
§ 176.271	Initiation of proceedings.....	885
§ 176.275	Filing of papers; proof of service.....	885
§ 176.28	Repealed by Laws 1953, c. 755, § 83	886
§ 176.281	Orders, decisions, and awards; filing; service	886
§ 176.285	Service of papers and notices; electronic filing.....	887
§ 176.29	Repealed by Laws 1953, c. 755, § 83	890
§ 176.291	Disputes; petitions; procedure	890
§ 176.295	Nonresident employers; foreign corporation.....	891
§ 176.30	Repealed by Laws 1953, c. 755, § 83	892
§ 176.301	Determination of issues	892
§ 176.305	Petitions filed with Workers' Compensation Division.....	892
§ 176.306	Scheduled hearings	894
§ 176.307	Compensation judges; block system.....	894
§ 176.31	Repealed by Laws 1953, c. 755, § 83	895
§ 176.311	Reassignment of petition for hearing	895
§ 176.312	Affidavits of prejudice and petitions for reassignment.....	895
§ 176.32	Repealed by Laws 1953, c. 755, § 83	895
§ 176.321	Answer to petition	895
§ 176.322	Decisions based on stipulated facts	896
§ 176.325	Certified question	897
§ 176.33	Repealed by Laws 1953, c. 755, § 83	897
§ 176.331	Proceedings when answer not filed.....	897
§ 176.34	Repealed by Laws 1953, c. 755, § 83	898
§ 176.341	Hearing on petition	898
§ 176.35	Repealed by Laws 1953, c. 755, § 83	900
§ 176.351	Testimonial powers.....	900
§ 176.36	Repealed by Laws 1953, c. 755, § 83	901
§ 176.361	Intervention.....	901
§ 176.37	Repealed by Laws 1953, c. 755, § 83	905

EMPLOYMENT LAWS—MINNESOTA PRACTICE SERIES

§ 176.371	Award or disallowance of compensation	905
§ 176.38	Repealed by Laws 1953, c. 755, § 83	906
§ 176.381	Reference of questions of fact	906
§ 176.39	Repealed by Laws 1953, c. 755, § 83	906
§ 176.391	Investigations.....	906
§ 176.40	Repealed by Laws 1953, c. 755, § 83	907
§ 176.401	Hearings public.....	907
§ 176.41	Repealed by Laws 1953, c. 755, § 83	907
§ 176.411	Rules of evidence, pleading, and procedure	907
§ 176.42	Repealed by Laws 1953, c. 755, § 83	908
APPEALS		908
§ 176.421	Appeals to Workers' Compensation Court of Appeals	908
§ 176.43	Repealed by Laws 1953, c. 755, § 83	911
§ 176.431	Repealed by Laws 1986, c. 461, § 37	911
§ 176.44	Repealed by Laws 1953, c. 755, § 83	911
§ 176.441	Repealed by Laws 1986, c. 461, § 37	911
§ 176.442	Appeals from decisions of commissioner.....	911
§ 176.445	Repealed by Laws 2001, c. 123, § 23	912
§ 176.45	Repealed by Laws 1953, c. 755, § 83	912
§ 176.451	Defaults	912
§ 176.46	Repealed by Laws 1953, c. 755, § 83	912
§ 176.461	Setting aside award.....	912
§ 176.47	Repealed by Laws 1953, c. 755, § 83	913
§ 176.471	Review by supreme court on certiorari	913
§ 176.48	Repealed by Laws 1953, c. 755, § 83	915
§ 176.481	Original jurisdiction of supreme court.....	915
§ 176.49	Repealed by Laws 1953, c. 755, § 83	915
§ 176.491	Stay of proceedings pending disposition of case	915
§ 176.50	Repealed by Laws 1953, c. 755, § 83	915
§ 176.501	Repealed by Laws 1987, c. 332, § 117, eff. July 1, 1987.....	915
§ 176.51	Repealed by Laws 1953, c. 755, § 83	915
COSTS.....		915
§ 176.511	Costs	915
§ 176.52	Repealed by Laws 1953, c. 755, § 83	916
SETTLEMENTS.....		916
§ 176.521	Settlement of claims	916
§ 176.522	Notice to employer	919
§ 176.53	Repealed by Laws 1953, c. 755, § 83	919
GOVERNMENT ISSUES		919
§ 176.531	Award of compensation against a political subdivision or school district	919

TABLE OF CONTENTS

§ 176.54	Repealed by Laws 1953, c. 755, § 83	920
§ 176.540	Renumbered 176.5401 in St.1993 Supp.....	920
§ 176.5401	Repealed by Laws 2008, c. 204, § 43, eff. Aug. 1, 2008	920
§ 176.541	State departments	920
§ 176.55	Repealed by Laws 1953, c. 755, § 83	921
§ 176.551	Reports	921
§ 176.56	Repealed by Laws 1953, c. 755, § 83	921
§ 176.561	Workers' Compensation Court of Appeals powers and duties as to state employees; procedure for determining liability.....	921
§ 176.57	Repealed by Laws 1953, c. 755, § 83	922
§ 176.571	Investigations of injuries to state employees.....	922
§ 176.572	Contract with insurance carriers.....	922
§ 176.58	Repealed by Laws 1953, c. 755, § 83	922
§ 176.581	Payment to state employees	922
§ 176.59	Repealed by Laws 1953, c. 755, § 83	923
§ 176.591	State compensation revolving fund.....	923
§ 176.60	Repealed by Laws 1953, c. 755, § 83	923
§ 176.601	Repealed by Laws 1974, c. 355, § 30	923
§ 176.602	Repealed by Laws 1987, c. 332, § 117, eff. July 1, 1987	923
§ 176.603	Cost of administering chapter, payment.....	923
§ 176.61	Repealed by Laws 1953, c. 755, § 83	924
§ 176.611	Maintenance of state compensation revolving fund	924
§ 176.62	Repealed by Laws 1953, c. 755, § 83	925
§ 176.621	Repealed by Laws 1975, c. 61, § 26	925
§ 176.63	Repealed by Laws 1953, c. 755, § 83	925
§ 176.631	Repealed by Laws 1975, c. 61, § 26	925
§ 176.64	Repealed by Laws 1953, c. 755, § 83	925
MISCELLANEOUS [176.641 TO 176.82]		925
§ 176.641	Repealed by Laws 2014, c. 182, § 8, eff. Aug. 1, 2014.....	925
§ 176.645	Adjustment of benefits.....	925
§ 176.65	Repealed by Laws 1953, c. 755, § 83.....	927
§ 176.651	Severability	927
§ 176.66	Occupational diseases; how regarded....	927
§§ 176.661 to 176.668	Repealed by Laws 1973, c. 643, § 12...	928
§ 176.669	Repealed by Laws 2008, c. 250, § 18, effective May 1, 2008.....	928
§§ 176.67 to 176.79	Repealed by Laws 1953, c. 755, § 83.....	928
§ 176.80	Obsolete	928
§ 176.81	Repealed by Laws 1953, c. 755, § 83.....	928
§ 176.82	Action for civil damages for obstructing employee seeking benefits	928

RULES	929
§ 176.83 Rules	929
SPECIFICITY OF NOTICE.....	932
§ 176.84 Specificity of notice or statement	932
PENALTIES	933
§ 176.85 Penalties; appeals	933
§ 176.86 Repealed by Laws 1995, c. 231, art. 1, § 36, par. (c).	934
DISCLOSURE.....	934
§ 176.861 Disclosure of information.....	934
§ 176.862 Disclosure to law enforcement.....	934
STATE EMPLOYEE CONTRACTING TUBERCULOSIS	934
§ 176.87 Employees contracting tuberculosis to receive medical care and compensation.....	934
§ 176.871 Report of illness of employee, hearing on claim	935
§ 176.872 Findings, payment of medical care and compensation	936
§ 176.873 Application.....	937
§ 176.874 Police officers contracting tuberculosis	937
§ 176.875 Report of illness	938
§ 176.876 Officers admitted to hospital; payments.....	938

Volume 17B

M.S.A. CHAPTER 177 LABOR STANDARDS AND WAGES.....	1
§§ 177.01 to 177.17 Repealed by Laws 1973, c. 721, § 16, eff. Jan. 1, 1974	2
§ 177.18 Repealed by Laws 1965, c. 45, § 73	2
§§ 177.19 to 177.20 Repealed by Laws 1973, c. 721, § 16, eff. Jan. 1, 1974	2
§ 177.201 Renumbered 15.001 in St.2008.....	2
FAIR LABOR STANDARDS ACT	2
§ 177.21 Citation; Fair Labor Standards Act	2
§ 177.22 Statement of purpose	2
§ 177.23 Definitions.....	2
§ 177.24 Payment of minimum wages	6
§ 177.25 Overtime.....	8
§ 177.251 Ride sharing not overtime.....	9

TABLE OF CONTENTS

§ 177.253	Mandatory work breaks	9
§ 177.254	Mandatory meal break	10
§ 177.255	Payroll card accounts	11
§ 177.26	Division of Labor Standards.....	13
§ 177.27	Powers and duties of commissioner	13
§ 177.28	Power to make rules	17
§ 177.29	Judicial review.....	18
§ 177.295	Repealed by Laws 1985, c. 248, § 35	19
§ 177.30	Keeping records; penalty	19
§ 177.31	Posting of law and rules; penalty.....	20
§ 177.32	Penalties.....	20
§ 177.33	Repealed by Laws 1996, c. 386, § 13	21
§ 177.34	Repealed by Laws 1996, c. 310, § 1.....	21
§ 177.35	Right of collective bargaining	21
PREVAILING WAGES.....		21
§ 177.41	State projects and state highway construction; public policy.....	21
§ 177.42	Definitions.....	22
§ 177.43	Contracts for state projects; penalty.....	23
§ 177.435	Facility construction; prevailing wage	25
§ 177.44	Highway contracts; hours of labor; wage rates; penalty.....	26
§ 177.45	Attorney general enforcement.....	28
§ 177.50	Earned sick and safe time enforcement.....	28
M.S.A. CHAPTER 179 LABOR RELATIONS		31
MINNESOTA LABOR RELATIONS ACT.....		33
§ 179.01	Definitions; Minnesota Labor Relations Act	33
§ 179.02	Bureau of Mediation Services	35
§ 179.03	Removing mediators for political activities	36
§ 179.04	Bureau of mediation services; expenses and fees	36
§ 179.05	Repealed by Laws 1987, c. 45, § 9	37
§ 179.06	Collective bargaining agreements	37
§ 179.07	Labor dispute affecting public interests; procedure..	38
§ 179.08	Powers of commission appointed by commissioner ..	39
§ 179.083	Jurisdictional controversies	39
§ 179.09	Arbitration	40
§ 179.10	Joining labor organizations; uniting for collective bargaining.....	41
§ 179.11	Employee unfair labor practices	41
§ 179.12	Employer unfair labor practices	42
§ 179.121	Operating vehicle where dispute is in progress.....	43
§ 179.13	Unlawful interferences.....	44
§ 179.135	Protection of collective bargaining agreements	44
§ 179.14	Injunctions; temporary restraining orders.....	44
§ 179.15	Violators not entitled to benefits of certain sections.	45

EMPLOYMENT LAWS—MINNESOTA PRACTICE SERIES

§ 179.16	Collective bargaining representatives	45
§ 179.17	Citation; Labor Relations Act	47
MINNESOTA LABOR UNION DEMOCRACY ACT ...		47
§ 179.18	Definitions; Minnesota Labor Union Democracy Act	47
§ 179.19	Labor organization; electing officers.....	48
§ 179.20	Notice of elections given	48
§ 179.21	Labor organization; reporting	48
§ 179.22	Commissioner-appointed labor referee	48
§ 179.23	Repealed by Laws 1987, c. 45, § 9	49
§ 179.231	Violations.....	49
§ 179.24	Repealed by Laws 1987, c. 45, § 9	50
§ 179.25	Citation; Labor Union Democracy Act.....	50
§ 179.254	Definitions	50
§ 179.255	Payments into home benefit fund	50
§ 179.256	Notifying construction worker of reimbursement...	51
§ 179.257	Applicability	51
CERTAIN REPRESENTATION DISPUTES; STRIKES, BOYCOTTS PROHIBITED		51
§ 179.26	Definitions.....	51
§ 179.27	Strikes or boycotts prohibited	52
§ 179.28	Tort recovery	52
§ 179.29	District court; jurisdiction	52
HOSPITALS; STRIKES PROHIBITED, COMPULSORY ARBITRATION REQUIRED		52
§ 179.35	Definitions.....	52
§ 179.36	Strikes prohibited	53
§ 179.37	Lockouts prohibited	53
§ 179.38	Arbitration mandatory	53
§ 179.39	Sections not applicable.....	54
SECONDARY BOYCOTTS PROHIBITED		55
§ 179.40	Secondary boycott; public policy.....	55
§ 179.41	Secondary boycott defined	55
§ 179.42	Unlawful act and unfair labor practice.....	56
§ 179.43	Illegal combination; violating public policy.....	56
§ 179.44	Unfair labor practice	56
§ 179.45	Rights and remedies.....	56
§ 179.46	Limitations; federal act	56
§ 179.47	Construing sections 179.40 to 179.47.....	57
§§ 179.50 to 179.58	Repealed by Laws 1971, Ex.Sess., c. 33, § 17, eff. July 1, 1972	57

TABLE OF CONTENTS

PROHIBITING COERCION OF EMPLOYEE	57
§ 179.60 Interfering with employee or membership in labor organization or association	57
§§ 179.61 to 179.76 Repealed by Laws 1984, c. 462, § 28.....	58
§ 179.77 Repealed by Laws 1973, c. 635, § 37.....	58
LABOR-MANAGEMENT COMMITTEE GRANT PROGRAM.....	58
§ 179.81 Repealed by Laws 2024, c. 127, art. 7, § 2, eff. July 1, 2024	58
§ 179.82 Repealed by Laws 2024, c. 127, art. 7, § 2, eff. July 1, 2024	58
§ 179.83 Repealed	58
§ 179.84 Repealed	58
§ 179.85 Repealed by Laws 2024, c. 127, art. 7, § 2, eff. July 1, 2024	58
PACKINGHOUSE WORKERS BILL OF RIGHTS	58
§ 179.86 Packinghouse workers bill of rights	58
§ 179.87 Title	60
§ 179.871 Definitions	60
§ 179.8715 Worker rights coordinator	60
§ 179.872 Refusal to work under dangerous conditions.....	61
§ 179.874 Enforcement and compliance	61
§ 179.875 Retaliation against employees and whistleblowers prohibited.....	63
§ 179.876 Meatpacking worker chronic injuries and workplace safety	63
§ 179.877 Notification required	67
§ 179.90 Repealed by Laws 2023, c. 62, art. 2, § 133, eff. July 1, 2023	67
§ 179.91 Repealed by Laws 2023, c. 62, art. 2, § 133, eff. July 1, 2023	69
M.S.A. CHAPTER 179A PUBLIC EMPLOYMENT LABOR RELATIONS.....	69
§ 179A.01 Public policy	70
§ 179A.02 Citation.....	71
§ 179A.03 Definitions	71
§ 179A.04 Commissioner's power, authority, and duties	77
§ 179A.041 Public employment relations board; power, authority, and duties.....	80
§ 179A.05 Repealed by Laws 1992, c. 582, § 26....	82
§ 179A.051 Appeals of commissioner's decisions	82
§ 179A.052 Appeals of board's decisions	82
§ 179A.06 Employee rights and obligations	82

EMPLOYMENT LAWS—MINNESOTA PRACTICE SERIES

§ 179A.07	Employer rights and obligations	86
§ 179A.08	Professional employees	89
§ 179A.09	Unit determination	90
§ 179A.10	State units	90
§ 179A.101	Court units.....	93
§ 179A.102	Transition to new bargaining unit structure.....	95
§ 179A.103	Court employees; general provisions....	98
§ 179A.104	Board of Public Defense	99
§ 179A.11	University of Minnesota.....	99
§ 179A.12	Exclusive representation; elections; decertification	102
§ 179A.13	Unfair labor practices	105
§ 179A.135	Unfair labor practices involving charitable hospitals.....	110
§ 179A.14	Collective bargaining agreement; negotiation procedures	110
§ 179A.15	Mediation	111
§ 179A.16	Interest arbitration	112
§ 179A.17	New exclusive representatives.....	115
§ 179A.18	Strikes authorized	116
§ 179A.19	Illegal strikes	118
§ 179A.20	Contracts.....	119
§ 179A.21	Grievance arbitration.....	121
§ 179A.22	State and its employees; negotiations ..	121
§ 179A.225	Court employees; negotiations.....	122
§ 179A.226	Board of Public Defense employees; negotiations	123
§ 179A.23	Limitation on contracting-out of services provided by members of a state of Minnesota or University of Minnesota bargaining unit	123
§ 179A.24	Applicability of sections 185.07 to 185.19.....	123
§ 179A.25	Independent review	124
§ 179A.30	Regional treatment center, nursing home, and community-based facility employees.....	124
§ 179A.40	Hennepin Healthcare System, Inc.....	124
§§ 179A.50 to 179A.52	Expired by Laws 2013, c. 128, art. 1, § 6, eff. June 30, 2017.....	125
§ 179A.53	Ineffective by Laws 2013, c. 128, art. 1, § 6, eff. June 30, 2017.....	125
§ 179A.54	Individual providers of direct support services	125
§ 179A.60	Joint powers agreements.....	129
M.S.A. CHAPTER 181 EMPLOYMENT.....		133

TABLE OF CONTENTS

PAYMENT OF WAGES	139
§ 181.001 Renumbered 15.001 in St.2008.....	139
§ 181.01 Wages of minors; to whom paid	139
§ 181.02 Salary or wages not to be paid by nonnegotiable instruments	139
§ 181.03 Certain acts relating to payment of wages unlawful	139
§ 181.031 Employers not to accept consideration for securing employment	140
§ 181.032 Required statement of earnings by employer; notice to employee.....	140
§ 181.032 Required statement of earnings by employer; notice to employee.....	142
§ 181.04 Assignment, sale, or transfer of wages; when not effective	144
§ 181.041 Garnishment; assignment, sale, or transfer of wages; when not effective	145
§ 181.05 Consent of employer to assignment required	145
§ 181.06 Assignment of wages; payroll deductions ..	145
§ 181.063 Assignment of wages, public employees	146
§ 181.07 Assignment of unearned wages as security	146
§ 181.08 Public service corporations; payment of wages, requirements	146
§ 181.09 Recovery of wages, costs	147
§ 181.10 Wages paid every 15 days.....	147
§ 181.101 Wages; how often paid.....	147
§ 181.11 Discharged employee must be paid within 24 hours	148
§ 181.12 Repealed by Laws 2015, c. 54, art. 5, § 16, subd. 1, eff. August 1, 2015	149
§ 181.13 Penalty for failure to pay wages promptly .	149
§ 181.14 Payment to employees who quit or resign; settlement of disputes	150
§ 181.141 Sexual harassment or abuse settlement; payment as severance or wages prohibited	152
§ 181.145 Prompt payment of commissions to commission salespeople	152
§ 181.15 When employee not entitled to benefits	154
§ 181.16 Construction of sections 181.13 to 181.171	154
§ 181.165 Wage protection; construction workers	154
§ 181.17 Repealed by Laws 1996, c. 386, § 13.....	157
§ 181.171 Court actions; private party civil actions...	157
§ 181.172 Wage disclosure protection.....	158
§ 181.1721 Attorney general enforcement	159
§ 181.173 Salary ranges required in job postings	159

§§ 181.18 to 181.27	Repealed by Laws 1974, c. 432, § 13.....	160
MINNESOTA NURSING HOME WORKFORCE STANDARDS BOARD [EDITORIALLY SUPPLIED HEADING]		160
§ 181.211	Definitions.....	160
§ 181.212	Minnesota nursing home workforce standards board; establishment.....	161
§ 181.213	Duties of the board; minimum nursing home employment standards.....	162
§ 181.214	Duties of the board; training for nursing home workers	167
§ 181.215	Required notices.....	169
§ 181.216	Retaliation prohibited	170
§ 181.217	Enforcement	170
NURSES' OVERTIME		172
§ 181.275	Regulating nurses' overtime	172
§§ 181.28 to 181.30	Repealed by Laws 2014, c. 227, art. 1, § 23, subd. 10, eff. July 1, 2014	173
§§ 181.31 to 181.51	Repealed by Laws 1974, c. 432, § 13.....	173
INTERFERENCE WITH EMPLOYMENT		173
§ 181.52	Interference with employment	173
CONDITIONS PRECEDENT		173
§ 181.53	Conditions precedent to employment not required ..	173
§ 181.531	Employer-sponsored meetings or communication...	173
RESERVES OR NATIONAL GUARD STATUS		175
§ 181.535	Armed forces reserves or National Guard status...	175
§ 181.536	Posting of veterans' benefits and services	175
SAFETY INSPECTIONS		176
§ 181.54	Commissioner of human services, safety inspection work	176
EMPLOYMENT CONTRACTS		176
§ 181.55	Written statement to employees by employers	176
§ 181.56	No statement given; burden of proof	177
§ 181.57	Application of sections 181.55 and 181.56	177
WAGES TO SURVIVING SPOUSE		177
§ 181.58	Surviving spouse paid wages due.....	177

TABLE OF CONTENTS

PUBLIC CONTRACT REQUIREMENTS.....	178
§ 181.59 Discrimination on account of race, creed, or color prohibited in contract	178
COSTS FOR MEDICAL EXAMS AND ANY RECORDS.....	178
§ 181.60 Definitions.....	178
§ 181.61 Medical examination; records, costs	179
§ 181.62 Violations	179
SILICATE	179
§ 181.63 Sale or use of silicate, silica dust, or silicon flour for certain purposes	179
RECRUITMENT-RELATED ISSUES	179
§ 181.635 Recruitment; food processing employment	179
§ 181.64 False statements as inducement to entering employment	181
§ 181.645 Expenses for background checks, testing, and orientation	181
§ 181.65 Penalties.....	182
EQUAL PAY FOR EQUAL WORK LAW.....	182
§ 181.66 Equal Pay for Equal Work Law; definitions	182
§ 181.67 Wage discrimination based on sex; protection of employees involved in proceeding.....	183
§ 181.68 Actions; limitations, damages, attorney fees, parties, compromises	183
§ 181.69 Repealed by Laws 1974, c. 432, § 13	184
§ 181.70 Violations	184
§ 181.71 Citation	184
§ 181.72 Repealed by Laws 1974, c. 432, § 13	184
CONSTRUCTION BIDS	184
§ 181.721 Construction bid equity.....	184
MISREPRESENTATION OF EMPLOYMENT RELATIONSHIP	185
§ 181.722 Misclassification of employees	185
INDEPENDENT CONTRACTORS	187
§ 181.723 Misclassification of construction employees	187
§ 181.724 Intergovernmental Misclassification Enforcement And Education Partnership Act.....	194

EMPLOYMENT LAWS—MINNESOTA PRACTICE SERIES

§ 181.725	Intergovernmental Misclassification Enforcement And Education Partnership	195
BENEFIT ISSUES		199
§ 181.73	Migrant labor; health insurance	199
§ 181.74	Failure of employer to pay benefits or wage supplements, penalty.....	199
POLYGRAPH TESTS		200
§ 181.75	Polygraph tests of employees or prospective employees prohibited	200
§ 181.76	Disclosure of lie detector tests prohibited.....	201
§ 181.77	Repealed by Laws 1976, c. 256, § 2, eff. April 14, 1976	201
INVENTIONS		201
§ 181.78	Agreements; terms relating to inventions	201
WAGE DEDUCTIONS		202
§ 181.79	Wages deductions for faulty workmanship, loss, theft, or damage	202
UNION NOTICE		203
§ 181.80	Union notice of injury or death	203
MANDATORY RETIREMENT		203
§ 181.81	Dismissal for age; prohibition; exceptions; remedies.....	203
§ 181.811	Repealed by Laws 2003, c. 46, § 2.....	205
§ 181.812	Rules.....	205
BENEFITS		205
§ 181.82	Benefits based on job performance prohibited.....	205
CORN DETASSELERS.....		205
§ 181.83	Corn detassellers; termination of employment.....	205
§ 181.84	Corn detassellers; work conditions	206
MIGRANT LABOR		206
§ 181.85	Migrant labor; definitions.....	206
§ 181.86	Employment statement	206
§ 181.87	Payment terms.....	207
§ 181.88	Record keeping.....	209
§ 181.89	Civil actions	209

TABLE OF CONTENTS

§ 181.90	Use Wagner-Peyser system	210
§ 181.91	Preservation of existing remedies	210
ADOPTIVE PARENT LEAVE		210
§ 181.92	Leaves for adoptive parents	210
BANKRUPTCY		211
§ 181.93	Notice to employees and applicants of bankruptcy ..	211
NOTICE OF TERMINATION		211
§ 181.931	Definitions	211
§ 181.932	Disclosure of information by employees	212
§ 181.933	Notice of termination	213
§ 181.934	Employee notice	214
§ 181.935	Individual remedies; penalty.....	214
§ 181.937	Reprisals for failure to contribute; civil action.....	214
NONWORK ACTIVITIES.....		215
§ 181.938	Nonwork activities; prohibited employer conduct ..	215
NURSING MOTHERS		216
§ 181.939	Nursing mothers, lactating employees, and pregnancy accommodations	216
PARENTING LEAVE AND ACCOMMODATIONS		218
§ 181.940	Definitions	218
§ 181.941	Pregnancy and parenting leave.....	218
§ 181.9412	School conference and activities leave.....	219
§ 181.9413	Repealed by Laws 2023, c. 53, art. 12, § 8, eff. Jan. 1, 2024.....	220
§ 181.9414	Repealed by Laws 2021, 1st Sp., c. 10, art. 3, § 22, eff. Jan. 1, 2022.....	220
§ 181.942	Reinstatement after leave.....	220
§ 181.943	Relationship to other leave.....	221
§ 181.9435	Division; investigations, reports.....	221
§ 181.9436	Posting of law	222
§ 181.944	Individual remedies.....	222
§ 181.9445	Definitions	222
§ 181.9446	Accrual of earned sick and safe time	225
§ 181.9447	Use of earned sick and safe time	226
§ 181.9448	Effect on other law or policy.....	232
BONE MARROW, ORGAN, AND BLOOD DONATION LEAVE.....		237
§ 181.945	Leave for bone marrow donations	237

EMPLOYMENT LAWS—MINNESOTA PRACTICE SERIES

§ 181.9455	Expired June 30, 2004	238
§ 181.9456	Leave for organ donation	238
§ 181.9458	Authorization for blood donation leave.....	239
LEAVE FOR CIVIL AIR PATROL SERVICE.....		239
§ 181.946	Leave for civil air patrol service.....	239
LEAVE FOR FAMILIES OF MOBILIZED MILITARY MEMBERS		239
§ 181.947	Leave for immediate family members of military personnel injured or killed in active service.....	239
§ 181.948	Leave to attend military ceremonies.....	240
DRUG AND ALCOHOL TESTING IN THE WORKPLACE		240
§ 181.950	Definitions	240
§ 181.951	Authorized drug and alcohol testing	242
§ 181.952	Policy contents; prior written notice	245
§ 181.953	Reliability and fairness safeguards	246
§ 181.954	Privacy, confidentiality, and privilege safeguards...	251
§ 181.955	Construction	252
§ 181.956	Remedies	253
§ 181.957	Federal preemption	253
PERSONNEL RECORD REVIEW AND ACCESS.....		254
§ 181.960	Definitions	254
§ 181.961	Review of personnel record by employee	256
§ 181.962	Removal or revision of information	256
§ 181.963	Use of omitted personnel record.....	258
§ 181.9631	Notice of employee rights	258
§ 181.964	Retaliation prohibited	258
§ 181.9641	Enforcement.....	258
§ 181.965	Remedies	258
§ 181.966	Additional right of access to records	259
§ 181.967	Employment references.....	259
EMPLOYEE INDEMNIFICATION		261
§ 181.970	Employee indemnification.....	261
PROTECTED PERSONNEL INFORMATION		262
§ 181.973	Repealed by Laws 2020, 2nd Sp., c. 1, § 36, eff. July 24, 2020	262
§ 181.9731	Public safety peer counseling.....	262
§ 181.9732	Critical incident stress management	263
§ 181.974	Genetic testing in employment	265
§ 181.980	Access to employee assistance records.....	266

TABLE OF CONTENTS

§ 181.981	Employment of individual with criminal history; limitation on admissibility of evidence	268
WORKPLACE COMMUNICATIONS.....		269
§ 181.985	Workplace communications	269
§ 181.986	Repealed by Laws 2011, 1st Sp., c. 5, art. 2, § 15, par. (a), eff. July 1, 2011	269
§ 181.987	Use of skilled and trained contractor workforces at petroleum refineries	269
§ 181.988	Covenants not to compete void in employment agreements; substantive protections of minnesota law apply	272
§ 181.9881	Restrictive employment covenants; void in service contracts	274
§ 181.991	Restrictive franchise agreements prohibited	275
M.S.A. CHAPTER 181A CHILD LABOR		277
§ 181A.01	Citation	277
§ 181A.02	Purpose	277
§ 181A.03	Definitions	277
§ 181A.04	Minimum age and maximum hours	278
§ 181A.05	Employment certificates	280
§ 181A.06	Age certificates	281
§ 181A.07	Exemptions	282
§ 181A.08	Powers and duties of the department	283
§ 181A.09	Power to make rules.....	284
§ 181A.10	Judicial review	285
§ 181A.11	Agricultural employment	286
§ 181A.112	Data on individuals who are minors	286
§ 181A.115	Prohibited employment relating to presence of liquor.....	286
§ 181A.116	Operation of lawn care equipment	287
§ 181A.12	Penalties	288
§ 181A.13	Compensation for internet content creation	290
M.S.A. CHAPTER 182 OCCUPATIONAL SAFETY AND HEALTH		293
§ 182.65	Citation and legislative purpose	294
§ 182.651	Definitions	295
§ 182.652	Coverage	300
§ 182.6521	Independent contractors	300
§ 182.6525	Crane operation.....	301
§ 182.6526	Warehouse distribution worker safety.....	302
§ 182.653	Rights and duties of employers.....	305
§ 182.654	Rights and duties of employees.....	311
§ 182.6545	Rights of next of kin upon death.....	314
§ 182.655	Occupational safety and health standards	314
§ 182.6551	Citation; safe patient handling act	319

EMPLOYMENT LAWS—MINNESOTA PRACTICE SERIES

§ 182.6552	Definitions	319
§ 182.6553	Safe patient handling program.....	320
§ 182.6554	Safe patient handling in clinical settings	322
§ 182.6555	Reducing occupational exposures to blood-borne pathogens through sharps injuries.....	323
§ 182.656	Occupational Safety and Health Advisory Council .	324
§ 182.657	Rules	325
§ 182.6575	Waiver prohibited.....	325
§ 182.658	Posting requirements	325
§ 182.659	Inspections	326
§ 182.66	Citations	328
§ 182.661	Enforcement	329
§ 182.662	Procedures to counteract serious and imminent dangers.....	332
§ 182.6625	Honoring deceased workers.....	333
§ 182.663	Statistics and record keeping	334
§ 182.664	Occupational safety and health review board.....	335
§ 182.665	Judicial review	336
§ 182.666	Penalties	336
§ 182.667	Criminal penalties	339
§ 182.668	Protection of trade secrets	340
§ 182.669	Discrimination.....	341
§ 182.67	Administrative authority	342
§ 182.671	Workers' compensation	342
§ 182.672	Representation in civil litigation	342
§ 182.673	Training and education	343
§ 182.6731	Safety awards	343
§ 182.674	Reports	343
§ 182.675	Relationship to collective bargaining	343
§ 182.676	Safety committees.....	344
§ 182.677	Ergonomics.....	344
§ 182.678	Surgical smoke evacuation system policies.....	349
§ 182.679	Commercial diving operations	349

M.S.A. CHAPTER 187 MINNESOTA SECURE CHOICE RETIREMENT PROGRAM

§ 187.01	Minnesota Secure Choice retirement program; citation	351
§ 187.03	Definitions.....	351
§ 187.05	Secure Choice retirement program	354
§ 187.06	Establishment of Secure Choice trust and administrative fund; employee accounts; investments.....	356
§ 187.07	Responsibilities of covered employers	358
§ 187.08	Secure Choice retirement program board of directors.....	360
§ 187.09	Fiduciary duty; standard of care.....	365
§ 187.10	No state liability	365
§ 187.11	Other state agencies to provide assistance	365

TABLE OF CONTENTS

§ 187.12	Penalties for noncompliance.....	366
M.S.A. CHAPTER 192 NATIONAL GUARD.....		369
§ 192.26	State and municipal officers and employees not to lose pay while on authorized leave for military duty	369
§ 192.325	Discrimination against family of service member; unpaid leave required.....	370
§ 192.34	Discrimination with respect to employment.....	370
M.S.A. CHAPTER 197 VETERANS; REWARDS, PRIVILEGES.....		371
§ 197.455	Veterans preference applied.....	371
§ 197.4551	Permissive preference for veterans in private employment.....	373
§ 197.46	Veterans Preference Act; removal forbidden; right of mandamus	373
§ 197.47	Repealed by Laws 1975, c. 45, § 7	375
§ 197.48	Application	375
§ 197.481	Enforcement	376
M.S.A. CHAPTER 204B ELECTION ADMINISTRATION; GENERAL PROVISIONS		379
§ 204B.195	Time off from work to serve as election judge.....	379
M.S.A. CHAPTER 204C ELECTION DAY ACTIVITIES.....		381
GENERAL PROVISIONS		381
§ 204C.04	Employees; time off to vote	381
M.S.A. CHAPTER 211B FAIR CAMPAIGN PRACTICES.....		383
§ 211B.10	Inducing or refraining candidacy; time off for public office meetings.....	383
M.S.A. CHAPTER 241 CORRECTIONS; DEPARTMENT; FACILITIES		385
§ 241.026	Correctional officers discipline procedures	385
M.S.A. CHAPTER 245F WITHDRAWAL MANAGEMENT PROGRAMS.....		387
§ 245F.16	Personnel policies and procedures.....	387
§ 245F.17	Personnel files	389

M.S.A. CHAPTER 245G SUBSTANCE USE DISORDER LICENSED TREATMENT FACILITIES	391
§ 245G.011 Behavioral health crisis facilities grants	391
§ 245G.13 Provider personnel policies	392
M.S.A. CHAPTER 245I MENTAL HEALTH UNIFORM SERVICE STANDARDS ACT	395
§ 245I.03 Required policies and procedures	395
§ 245I.07 Personnel files	397
M.S.A. CHAPTER 260E REPORTING OF MALTREATMENT OF MINORS	399
§ 260E.07 Retaliation prohibited	399
M.S.A. CHAPTER 268 UNEMPLOYMENT INSURANCE	401
§ 268.001 Citation; Minnesota Unemployment Insurance Law	406
§ 268.01 Repealed by Laws 1965, c. 45, § 73	406
§ 268.011 Repealed by Laws 1985, 1st Sp., c. 14, art. 9, § 78, subd. 1	406
§ 268.0111 Subdivisions renumbered, repealed, or no longer in effect	406
§ 268.012 Repealed by Laws 1985, 1st Sp., c. 14, art. 9, § 78, subd. 1	407
§ 268.0121 Subdivisions renumbered, repealed, or no longer in effect	407
§ 268.0122 Subdivisions renumbered, repealed, or no longer in effect	407
§ 268.0124 Renumbered 116J.0124 in St.2004	407
§ 268.0125 Renumbered 116J.0125 in St.2004	407
§ 268.013 Repealed by Laws 1985, 1st Sp., c. 14, art. 9, § 78, subd. 1	407
§ 268.014 Renumbered 116J.014 in St.2004	407
§ 268.02 Repealed by Laws 1965, c. 45, § 73	407
§ 268.021 Repealed by Laws 1999, c. 107, § 67 ...	407
§ 268.022 Renumbered 116L.20 in St.2004	407
§ 268.025 Repealed by Laws 1965, c. 45, § 73	407
§ 268.026 Repealed by Laws 1997, c. 66, § 81, eff. July 1, 1997	407
§§ 268.027 to 268.029 Repealed by Laws 2004, c. 206, § 53, subd. 1, eff. May 19, 2004	407
§ 268.03 Public purpose of the Minnesota unemployment insurance program ...	407
§ 268.031 Standard of proof; statutory interpretation and application	408
§ 268.032 Electronic transmission; when	

TABLE OF CONTENTS

	allowed; sending to last known address required	408
§ 268.033	Computation of time	409
§ 268.034	Computations of money rounded down.	409
§ 268.035	Definitions.....	409
§ 268.04	Repealed by Laws 1998, c. 265, § 46 ...	427
§ 268.041	Renumbered 268.043 in St.1997 Supp..	427
§ 268.042	Employers coverage	427
§ 268.0425	Electronic transaction presumption	428
§ 268.043	Determinations of coverage.....	428
§ 268.0435	Repealed by Laws 2007, c. 128, art. 1, § 23, par. (a), eff. Jan. 1, 2008	429
§ 268.044	Wage reporting.....	429
§ 268.045	Employer tax or reimbursable accounts	431
§ 268.046	Tax and reimbursable accounts assigned to employee leasing companies, professional employer organizations, or similar person.....	431
§ 268.047	Effect on employer of unemployment benefits paid	434
§ 268.048	Expired July 1, 1999	437
§ 268.05	Renumbered 268.194 in St.1997 Supp..	437
§ 268.051	Employers taxes	437
§ 268.0511	Repealed by Laws 2007, c. 128, art. 1, § 23, par. (a), eff. Jan. 1, 2008	445
§ 268.052	Payment to trust fund by state and political subdivisions.....	445
§ 268.0525	Indian tribes	447
§ 268.053	Payment to trust fund by nonprofit organizations	447
§ 268.054	Repealed by Laws 1998, c. 265, § 46 ...	449
§ 268.057	Collection of taxes	449
§ 268.058	Lien, levy, setoff, and civil action	451
§ 268.059	Garnishment for delinquent taxes and unemployment benefit overpayments.....	456
§ 268.06	Subdivisions renumbered, repealed, or no longer in effect.....	457
§ 268.061	Repealed by Laws 1988, c. 689, art. 2, § 269	458
§ 268.062	Renumbered 268.068 in St.1997 Supp..	458
§ 268.0625	Revocations of business licenses	458
§ 268.063	Personal liability.....	459
§ 268.064	Liability for debts upon acquisition	460
§ 268.065	Liability of amounts due from subcontractors and employee leasing firms	461
§ 268.066	Cancellation of amounts due from an	

EMPLOYMENT LAWS—MINNESOTA PRACTICE SERIES

	employer	462
§ 268.067	Compromise	462
§ 268.0675	No election of remedy	463
§ 268.068	Notice to workers	463
§ 268.069	Payment of unemployment benefits	463
§ 268.07	Benefit account	464
§ 268.071	Renumbered 268.115 in St.1997 Supp..	468
§ 268.072	Renumbered 268.155 in St.1997 Supp..	468
§ 268.073	Renumbered 268.125 in St.1997 Supp..	468
§ 268.074	Renumbered 268.135 in St.1997 Supp..	468
§ 268.075	Renumbered 268.145 in St.1997 Supp..	468
§ 268.08	Renumbered 268.085, 268.087 in St.1998	468
§ 268.081	Repealed by Laws 1993, c. 4, § 34, eff. March 6, 1993	468
§ 268.084	Password; presumption	468
§ 268.085	Eligibility requirements; payments that affect benefits	469
§ 268.086	Repealed by Laws 2009, c. 78, art. 2, § 51, eff. July 1, 2009	481
§ 268.0865	Continued request for unemployment benefits	481
§ 268.087	Unemployment benefits due deceased persons	483
§ 268.088	Benefits paid during certain voluntary unemployment	483
§ 268.09	Renumbered 268.095 in St.1998	484
§ 268.095	Ineligibility because of quit or discharge	484
§ 268.10	Repealed by Laws 1995, c. 54, § 29, eff. April 19, 1995; Laws 1996, c. 417, § 32, par. (b), eff. July 1, 1996 ..	490
§ 268.101	Determinations on issues of ineligibility	490
§ 268.103	Appeals by electronic transmission	494
§ 268.105	Appeals	495
§ 268.11	Renumbered 268.042 in St.1997 Supp..	501
§ 268.115	Extended unemployment benefits	501
§ 268.12	Subdivisions renumbered, repealed, or no longer in effect	504
§ 268.121	Renumbered 268.044 in St.1997 Supp..	505
§ 268.125	Additional unemployment benefits	505
§ 268.13	Renumbered in chapter 268 in St.1998	507
§ 268.131	Combined wage arrangements for work in multiple states	507
§ 268.133	Unemployment benefits while in entrepreneurial training	507
§ 268.135	Repealed by Laws 2009, c. 27, § 2, eff.	

TABLE OF CONTENTS

	Aug. 2, 2009	508
§ 268.136	Shared work.....	508
§ 268.14	Subdivisions renumbered, repealed, or no longer in effect.....	511
§ 268.145	Income tax withholding.....	511
§ 268.15	Renumbered 268.196 in St.1997 Supp..	512
§ 268.155	Child support deducted from unemployment benefits.....	512
§ 268.16	Subdivisions renumbered, repealed, or no longer in effect.....	513
§ 268.161	Subdivisions renumbered, repealed, or no longer in effect.....	513
§ 268.162	Renumbered 268.064 in St.1997 Supp..	514
§ 268.163	Renumbered 268.065 in St.1997 Supp..	514
§ 268.164	Renumbered 268.0625 in St.1997 Supp.	514
§ 268.165	Repealed by Laws 1997, c. 66, § 81, eff. July 1, 1997	514
§ 268.166	Renumbered 268.066 in St.1997 Supp..	514
§ 268.167	Renumbered 268.059 in St.1997 Supp..	514
§ 268.17	Renumbered 268.192 in St.1997 Supp..	514
§ 268.18	Unemployment benefit overpayments..	514
§ 268.182	Fraud; criminal penalty.....	517
§ 268.183	Applicant administrative penalties	518
§ 268.184	Employer misrepresentation and misreporting; administrative penalties	518
§ 268.186	Records; audits.....	520
§ 268.188	Subpoenas; oaths	521
§ 268.19	Data privacy	521
§ 268.192	Protection of rights	525
§ 268.193	Postsecondary unemployment insurance aid	525
§ 268.194	Unemployment insurance trust fund...	526
§ 268.196	Administration account	529
§ 268.198	Renumbered 268.26 in St.2000 Supp. ...	530
§ 268.199	Contingent account	530
§ 268.20	Representation in court.....	530
§ 268.21	Nonliability of state	531
§ 268.211	Unemployment insurance benefits telephone system.....	531
§ 268.215	Day of the week and date requirement.....	531
§ 268.22	Saving clause	531
§ 268.23	Severable	532
§ 268.231	Repealed by Laws 1996, c. 417, § 32, par. (c), eff. July 1, 1996.....	533
§ 268.24	Repealed by Laws 1987, c. 385, § 50 ...	533
§ 268.25	Repealed by Laws 1998, c. 265, § 46 ...	533

EMPLOYMENT LAWS—MINNESOTA PRACTICE SERIES

§ 268.26	Repealed by Laws 2004, c. 206, § 53, subd. 1, eff. May 19, 2004.....	533
§ 268.29	Renumbered 299A.72 in St.2004.....	533
§ 268.30	Renumbered 116L.30 in St.2004.....	533
§§ 268.31 to 268.36	Repealed by Laws 1994, c. 632, art. 4, § 84, par.(b)	533
§§ 268.361 to 268.366	Renumbered 116L.361 to 116L.366 in St.2004	533
§ 268.3661	Repealed by Laws 2004, c. 206, § 53, subd. 1, eff. May 19, 2004.....	533
§ 268.367	Repealed by Laws 1996, c. 339, § 10, eff. March 20, 1996	533
§ 268.37	Repealed by Laws 1998, c. 273, § 15 ...	533
§ 268.371	Repealed by Laws 1998, c. 273, § 15 ...	533
§ 268.38	Subdivisions renumbered, repealed, or no longer in effect.....	533
§ 268.39	Repealed by Laws 1997, c. 200, art. 4, § 23, eff. July 1, 1997	534
§§ 268.40 to 268.43	Expired	534
§§ 268.52 to 268.54	Renumbered 119A.374 to 119A.376 in St.1998	534
§ 268.55	Repealed by Laws 1998, c. 273, § 15 ...	534
§§ 268.551, 268.552	Repealed by Laws 2004, c. 206, § 53, subd. 1, eff. May 19, 2004.....	534
§§ 268.56, 268.561	Renumbered 116L.56, 116L.561 in St.2004	534
§§ 268.60 to 268.64	Renumbered 116L.60 to 116L.64 in St.2004	534
§ 268.65	Repealed by Laws 2004, c. 206, § 53, subd. 1, eff. May 19, 2004.....	534
§§ 268.66 to 268.666	Renumbered 116L.66 to 116L.666 in St.2004	534
§ 268.671	Repealed by Laws 1985, 1st Sp., c. 14, art. 9, § 78, subd. 1	534
§§ 268.6715 to 268.673	Repealed by Laws 2001, c. 79, § 8, eff. May 11, 2001	534
§ 268.674	Repealed by Laws 1985, 1st Sp., c. 14, art. 9, § 78, subd. 2, eff. Oct. 1, 1985	534
§ 268.675	Repealed by Laws 1985, 1st Sp., c. 14, art. 9, § 78, subd. 2, eff. Oct. 1, 1985	534
§ 268.6751	Repealed by Laws 2001, c. 79, § 8, eff. May 11, 2001	534
§ 268.676	Repealed by Laws 1997, c. 200, art. 3, § 19	534
§ 268.677	Repealed by Laws 2001, c. 79, § 8, eff. May 11, 2001	534
§ 268.678	Repealed by Laws 1997, c. 200, art. 3,	

TABLE OF CONTENTS

	§ 19	534
§ 268.679	Subdivisions renumbered, repealed, or no longer in effect.....	534
§ 268.68	Repealed by Laws 1985, 1st Sp., c. 14, art. 9, § 78, subd. 2, eff. Oct. 1, 1985	535
§§ 268.681 to 268.682	Repealed by Laws 2001, c. 79, § 8, eff. May 11, 2001	535
§§ 268.683, 268.684	Repealed by Laws 1985, 1st Sp., c. 14, art. 9, § 78, subd. 2, eff. Oct. 1, 1985	535
§ 268.685	Repealed by Laws 1985, 1st Sp., c. 14, art. 9, § 78, subd. 1	535
§ 268.686	Repealed by Laws 1985, 1st Sp., c. 9, art. 2, § 104; Laws 1985, 1st Sp., c. 14, art. 9, § 78, subd. 2, eff. Oct. 1, 1985	535
§§ 268.80 to 268.84	Repealed by Laws 1985, 1st Sp., c. 14, art. 9, § 78, subd. 1	535
§ 268.85	Repealed by Laws 2001, c. 79, § 8, eff. May 11, 2001	535
§§ 268.86 to 268.881	Renumbered 116L.86 to 116L.881 in St.2004	535
§ 268.89	Repealed by Laws 2004, c. 206, § 53, subd. 1, eff. May 19, 2004.....	535
§ 268.90	Repealed by Laws 2001, c. 79, § 8, eff. May 11, 2001	535
§ 268.91	Renumbered 256H.01 to 256H.19 in St.1988	535
§ 268.911	Renumbered 256H.20 in St.1988	535
§§ 268.912 to 268.916	Renumbered 119A.50 to 119A.54 in St.1998	535
§ 268.9165	Renumbered 119A.545 in St.2004	535
§ 268.917	Repealed by Laws 1998, c. 273, § 15 ...	535
§ 268.918	Repealed by Laws 2004, c. 206, § 53, subd. 1, eff. May 19, 2004.....	536
§ 268.92	Repealed by Laws 1998, c. 273, § 15 ...	536
§ 268.95	Repealed by Laws 2004, c. 206, § 53, subd. 1, eff. May 19, 2004.....	536
§ 268.96	Renumbered 116L.96 in St.2004	536
§ 268.971	Repealed by Laws 2001, c. 79, § 8, eff. May 11, 2001	536
§ 268.975	Repealed by Laws 2001, 1st Sp., c. 4, art. 2, § 41	536
§ 268.9755	Repealed by Laws 1995, c. 131, § 3, eff. May 6, 1995	536
§ 268.976	Renumbered 116L.976 in St.2004.....	536
§ 268.977	Repealed by Laws 1993, c. 369, § 146 ..	536
§§ 268.9771 to 268.98	Repealed by Laws 2001, 1st Sp., c. 4,	

art. 2, § 41	537
M.S.A. CHAPTER 268B FAMILY AND MEDICAL BENEFITS	537
§ 268B.001 Citation.....	537
§ 268B.01 Definitions	537
§ 268B.02 Family and medical benefit insurance program creation.....	549
§ 268B.10 Substitution of a private plan	550
§ 268B.11 Self-employed and independent contractor election of coverage.....	558
§ 268B.12 Wage reporting.....	559
§ 268B.17 Administrative costs.....	561
§ 268B.19 Employer misconduct; penalty	561
§ 268B.21 Records; audits	562
§ 268B.22 Subpoenas; oaths	563
§ 268B.23 Lien; levy; setoff; and civil action	563
§ 268B.28 Severable	568
§ 268B.30 Data privacy.....	568
M.S.A. CHAPTER 299C BUREAU OF CRIMINAL APPREHENSION	571
PROPERTY MANAGER BACKGROUND CHECK....	571
§ 299C.66 Citation	571
§ 299C.67 Definitions	571
§ 299C.68 Background check on residential building manager.....	572
§ 299C.69 Owner duties if manager convicted of crime.....	575
§ 299C.70 Penalty.....	576
§ 299C.71 Bureau immunity	576
CRIMINAL HISTORY CHECKS	576
§ 299C.72 Minnesota criminal history checks	576
M.S.A. CHAPTER 302A BUSINESS CORPORATIONS	579
LOANS; OBLIGATIONS; DISTRIBUTIONS.....	579
§ 302A.521 Indemnification	579
M.S.A. CHAPTER 308C MINNESOTA COOPERATIVE HOUSING ACT	585
§ 308C.471 Indemnification	585

TABLE OF CONTENTS

M.S.A. CHAPTER 317A NONPROFIT CORPORATIONS	591
LOANS; OBLIGATIONS	591
§ 317A.521 Indemnification	591
M.S.A. CHAPTER 322C MINNESOTA REVISED UNIFORM LIMITED LIABILITY COMPANY	595
RELATIONS OF MEMBERS TO EACH OTHER AND TO LIMITED LIABILITY COMPANY	595
§ 322C.0408 Indemnification and insurance	595
M.S.A. CHAPTER 325C UNIFORM TRADE SECRETS ACT.....	601
§ 325C.01 Definitions	601
§ 325C.02 Injunctive relief.....	602
§ 325C.03 Damages	602
§ 325C.04 Attorney's fees	603
§ 325C.05 Preservation of secrecy.....	603
§ 325C.06 Statute of limitations.....	603
§ 325C.07 Effect on other law	603
§ 325C.08 Short title.....	604
M.S.A. CHAPTER 325E TRADE PRACTICES	605
§ 325E.59 Use of Social Security numbers	605
M.S.A. CHAPTER 342 CANNABIS.....	609
§ 342.57 Protections for registry program participants	609
M.S.A. CHAPTER 363 DEPARTMENT OF HUMAN RIGHTS [REPEALED AND RENUMBERED]	615
§§ 363.01 to 363.061 Renumbered in chapter 363A in St.2003 Supp.	616
§ 363.07 Repealed by Laws 1967, c. 897, § 29, eff. July 1, 1967.....	616
§§ 363.071 to 363.074 Renumbered in chapter 363A in St.2003 Supp.	616
§ 363.075 Deleted in St.1995 Supp.....	616
§ 363.08 Repealed by Laws 1967, c. 897, § 29, eff. July 1, 1967.....	616
§ 363.09 Repealed by Laws 1967, c. 897, § 29, eff. July 1, 1967.....	616
§ 363.091 Renumbered 363A.30, subd. 3, in St.2003 Supp.	616

EMPLOYMENT LAWS—MINNESOTA PRACTICE SERIES

§ 363.10	Repealed by Laws 1982, c. 501, § 26, eff. Aug. 1, 1983; Laws 1983, c. 247, § 219, eff. Aug. 1, 1983.....	616
§§ 363.101 to 363.121	Renumbered in chapter 363A in St.2003 Supp.	616
§ 363.122	Repealed by Laws 1978, c. 793, § 98, eff. April 6, 1978.....	616
§ 363.123	Renumbered 363.03, subd. 8b, in St.1990.....	616
§§ 363.13 to 363.20	Renumbered in chapter 363A in St.2003 Supp.....	617
M.S.A. CHAPTER 363A HUMAN RIGHTS		617
§ 363A.001	Renumbered 15.001 in St.2008	618
GENERAL PROVISIONS		618
§ 363A.01	Citation	618
§ 363A.02	Public policy	618
§ 363A.03	Definitions	619
§ 363A.04	Construction and exclusivity	625
§ 363A.05	Department of Human Rights.....	626
§ 363A.06	Powers and duties of commissioner.....	626
§ 363A.07	Local commissions	630
UNFAIR DISCRIMINATORY PRACTICES.....		631
§ 363A.08	Unfair discriminatory practices relating to employment or unfair employment practice	631
§ 363A.09	Unfair discriminatory practices relating to real property	635
§ 363A.10	Real property; disability discrimination.....	638
§ 363A.11	Public accommodations.....	639
§ 363A.12	Public services	644
§ 363A.13	Educational institution.....	647
§ 363A.14	Aiding and abetting and obstruction	648
§ 363A.15	Reprisals.....	648
§ 363A.16	Credit discrimination.....	649
§ 363A.17	Business discrimination.....	649
§ 363A.19	Discrimination against persons with disabilities prohibited	650
EXEMPTIONS TO UNFAIR DISCRIMINATORY PRACTICES		650
§ 363A.20	Exemption based on employment	650
§ 363A.21	Exemption based on real property	653
§ 363A.22	Exemption based on familial status in housing	654
§ 363A.23	Exemption based on education	654
§ 363A.24	Exemption based on public accommodations	655

TABLE OF CONTENTS

§ 363A.25	Exemption based on disability	656
§ 363A.26	Exemption based on religious association.....	656
LEGAL PROCEEDINGS AND ACTIONS.....		657
§ 363A.27	Repealed by Laws 2023, c. 52, art. 19, § 72, eff. July 1, 2023	657
§ 363A.28	Grievances.....	657
§ 363A.29	Hearings	661
§ 363A.30	District court, review orders of panel or examiner; enforcement; misdemeanor	665
§ 363A.31	Limitations on waiver	665
§ 363A.32	Department attorney	666
§ 363A.33	Court actions, suits by private parties, intervention, district court jurisdiction, attorney's fees, and costs	666
§ 363A.331	Actions involving architectural barriers that limit accessibility	669
§ 363A.34	Notice of appeal to commissioner	672
§ 363A.35	Access to case files.....	673
COMPLIANCE REQUIREMENTS		674
§ 363A.36	Certificates of compliance for public contracts	674
§ 363A.37	Certificates of compliance	676
§ 363A.38	Manufactured home parks.....	677
§ 363A.39	Affirmative marketing regulations.....	677
§ 363A.40	Rental housing priority; accessible units.....	677
§ 363A.41	Criminal Code; effect.....	678
§ 363A.42	Public records; accessibility.....	678
§ 363A.43	Continuing education; accessibility	679
§ 363A.44	Equal pay certificate	679
§ 363A.50	Nondiscrimination in access to transplants.....	683
M.S.A. CHAPTER 364 CRIMINAL OFFENDERS; REHABILITATION.....		687
§ 364.01	Policy.....	687
§ 364.02	Definitions.....	687
§ 364.021	Public and private employment; consideration of criminal records	688
§ 364.03	Relation of conviction to employment or occupation.	688
§ 364.04	Availability of records	690
§ 364.05	Notification upon denial of employment or disqualification from occupation	690
§ 364.06	Violations; procedure; remedies	691
§ 364.07	Application	692
§ 364.08	Practice of law; exception.....	692
§ 364.09	Exceptions.....	692
§ 364.10	Violation of civil rights.....	694

M.S.A. CHAPTER 383B HENNEPIN COUNTY	695
PERSONNEL.....	695
§ 383B.389 Disaster volunteer leave	695
M.S.A. CHAPTER 415 VARIOUS MUNICIPAL POWERS.....	697
§ 415.16 Employment; city or county residence requirement .	697
M.S.A. CHAPTER 466 TORT LIABILITY, POLITICAL SUBDIVISIONS	699
§ 466.07 Indemnification	699
M.S.A. CHAPTER 471 MUNICIPAL RIGHTS, POWERS, DUTIES	701
MUNICIPAL CONTRACTING LAW.....	701
§ 471.44 Municipality to supply counsel for police, peace officers	701
FIREARMS	702
§ 471.975 Pay differential and benefits for member of national guard or reserve component on active duty; powers and duties	702
PAY EQUITY	704
§ 471.991 Definitions.....	704
§ 471.992 Equitable compensation relationships	705
§ 471.993 Compensation relationships of positions..	706
§ 471.994 Job evaluation system	706
§ 471.995 Report availability	707
§ 471.996 Repealed by Laws 1990, c. 512, § 13	707
§ 471.9965 Repealed by Laws 1986, c. 459, § 3.....	707
§ 471.9966 Effect on other law	707
§ 471.997 Human Rights Act, evidence	707
§§ 471.9975, 471.998 Repealed by Laws 1996, c. 310, § 1	707
§ 471.9981 Counties and cities; pay equity compliance.....	707
§ 471.999 Report to legislature	709
§ 471.9994 Landlord–tenant guide	710
M.S.A. CHAPTER 514 LIENS AGAINST PROPERTY.....	711

TABLE OF CONTENTS

WAGES	711
§ 514.59 Wages, lien as against seizure	711
M.S.A. CHAPTER 518A CHILD SUPPORT	713
PAYMENT AND COLLECTIONS	713
§ 518A.53 Income withholding.....	713
§ 518A.83 Location of parents, access to records	721
M.S.A. CHAPTER 518B DOMESTIC ABUSE	725
§ 518B.01 Domestic Abuse Act.....	725
M.S.A. CHAPTER 543 SUMMONS, JURISDICTION; CERTAIN CASES	749
§ 543.20 Personal jurisdiction in support enforcement cases and paternity suits	749
M.S.A. CHAPTER 550 EXECUTIONS, REDEMPTION, EXCEPTIONS	751
§ 550.136 Sheriff's levy of earnings	751
§ 550.142 Public employees; wages, execution levy	769
M.S.A. CHAPTER 551 ATTORNEY'S SUMMARY EXECUTIONS	771
§ 551.043 Salary of public servants	771
§ 551.06 Attorney's summary execution upon earnings	771
M.S.A. CHAPTER 571 GARNISHMENT	791
§ 571.73 Property attachable by garnishment; good faith requirement	791
EARNINGS	793
§ 571.92 Garnishment of earnings	793
§ 571.921 Definitions	793
§ 571.922 Limitation on wage garnishment.....	794
§ 571.923 Multiple earnings garnishments	795
§ 571.924 Garnishment exemption notice	796
§ 571.925 Form of notice	796
§ 571.926 Proceedings if no exemption statement is received.	800
§ 571.927 Penalty for retaliation for garnishment	801
M.S.A. CHAPTER 593 JURIES, JURORS	803
§ 593.50 Protection of jurors' employment	803

M.S.A. CHAPTER 609 CRIMINAL CODE	805
PUBLIC MISCONDUCT OR NUISANCE	805
§ 609.5151 Dissemination of personal information about law enforcement prohibited; penalty.....	805
§ 609.748 Harassment; restraining order	806
M.S.A. CHAPTER 609A EXPUNGEMENT.....	815
§ 609A.05 No duty to discover; employers and landlords.....	815
M.S.A. CHAPTER 624 CRIMES; FIREWORKS; FIREARMS	817
FIREARMS	817
§ 624.714 Carrying of weapons without permit; penalties	817
M.S.A. CHAPTER 626 PEACE OFFICERS; SEARCHES; PURSUIT; MANDATORY REPORTING	831
§ 626.557 Reporting of maltreatment of vulnerable adults....	831
§ 626.87 Law enforcement background investigations.....	855
§ 626.89 Peace Officer Discipline Procedures Act.....	858
§ 626.892 Peace officer grievance arbitration selection procedure.....	861
 APPENDIX	
Appendix A. Popular Name Acts Table	865
Index	