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State of Minnesota

HOUSE OF REPRESENTATIVES

NINETY-SECOND SESSION

H. F. No. 2801

01/24/2022

Authored by Lucero

The bill was referred to the Committee on Labor, Industry, Veterans and Military Affairs Finance and Policy

1.1 A bill for an act  
1.2 relating to employment; prohibiting employers from requiring or incentivizing  
1.3 public display of medical information; imposing civil and criminal penalties;  
1.4 proposing coding for new law in Minnesota Statutes, chapter 181.

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

1.6 Section 1. [181.9741] PROTECTED MEDICAL INFORMATION; GENERALLY.

1.7 (a) No employer shall require, demand, or coerce any employee, or impose any condition,  
1.8 incentive, or prerequisite to openly or publicly reveal or display any part of the employee's  
1.9 medical history or health information directly or indirectly through symbols or other  
1.10 indicators. This includes but is not limited to public indication of an employee's vaccination  
1.11 status.

1.12 (b) "Employer" means any person having one or more employees in Minnesota, and  
1.13 includes the state and any political subdivisions of the state.

1.14 (c) "Employee" means a person who performs services in Minnesota for an employer,  
1.15 and includes independent contractors, unpaid interns, and volunteers.

1.16 (d) Any person aggrieved by a violation of this section may bring a civil action in which  
1.17 the court may award \$10,000 per violation including reasonable costs and attorney fees.

1.18 (e) An employer who violates this section is guilty of a misdemeanor.

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