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State of Minnesota
HOUSE OF REPRESENTATIVES

EIGHTY-NINTH SESSION

H. F. No. 1675

03/10/2015 Authored by Laine

The bill was read for the first time and referred to the Committee on Health and Human Services Reform

1.1 A bill for an act
1.2 relating to health; changing a quarantine provision; amending Minnesota Statutes
1.3 2014, section 144.4196, subdivision 2.

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

1.5 Section 1. Minnesota Statutes 2014, section 144.4196, subdivision 2, is amended to read:

1.6 Subd. 2. **Protections.** (a) An employer shall not discharge, discipline, threaten, or
1.7 penalize a qualifying employee, or otherwise discriminate in the work terms, conditions,
1.8 location, or privileges of the employee, because the employee:

1.9 (1) has been in isolation or quarantine; or

1.10 (2) has responsibility for the care of a minor who is quarantined or in isolation; or

1.11 (3) has responsibility for the care of a family member who is quarantined or isolated
1.12 and is ill, disabled, or a vulnerable adult; and

1.13 (4) has assumed responsibility for all or a portion of the care voluntarily, by contract,
1.14 or by agreement.

1.15 (b) A qualifying employee claiming a violation of paragraph (a) may bring a civil
1.16 action for recovery of lost wages or benefits, for reinstatement, or for other relief within
1.17 180 days of the claimed violation or 180 days of the end of the isolation or quarantine,
1.18 whichever is later. A qualifying employee who prevails shall be allowed reasonable
1.19 attorney fees fixed by the court.

1.20 (c) Nothing in this subdivision is intended to alter sick leave or sick pay terms
1.21 of the employment relationship.