◉ STATE LABOR LAWS *(DISCLOSURE OF INFORMATION BY EMPLOYEES)*

STATUTORY CITATION: Minn. Stat. §§ 181.931 – 181.935

GENERAL SUMMARY: With virtually no exceptions, public and private employers in Minnesota are prohibited from firing, disciplining, threatening or otherwise discriminating against an employee because the employee:

(1) In good faith reports a suspected violation of federal or state law to the employer, to a governmental agency, or to a law enforcement official.

(2) Is requested by a public body or office to participate in an investigation, hearing or inquiry.

(3) Refuses the employer's order to perform an action that the employee believes violates federal or state law, and informs the employer that the order is being refused for that reason.

PROVISIONS APPLICABLE TO AGRICULTURE: This provision applies to agricultural employers — and protects agricultural workers — to the same extent as their non-agricultural counterparts.

ADMINISTRATION AND ENFORCEMENT

PRIMARY ENFORCEMENT AGENCY — *None.*

SECONDARY OR ASSOCIATED ENFORCEMENT AGENCY — *None.*

PRIVATE CIVIL ACTION — A worker aggrieved by a violation of these provisions may take civil action against the employer involved, using a private attorney or public legal service provider. If the complaint is sustained, the court may order the worker's reinstatement, back pay and other appropriate relief, as well as court costs and attorney's fees.