



## **Meeting Minutes: Attorney General’s Advisory Task Force on Worker Misclassification**

Meeting Date and Time: December 13th, 2023, 1 pm – 4 pm

Minutes Prepared By: Abdulaziz Mohamed

Location: State Capitol 120, and Microsoft Teams

### **Attendance**

#### **Members Present**

Representative Emma Greenman  
Rod Adams  
Commissioner Nicole Blissenbach  
Daniel Getschel  
Melissa Hysing  
Burt Johnson  
Briana Kemp  
Senator Clare Omou Verbaten  
Deputy Commissioner Evan Rowe  
Aaron Sojourner  
Brittany VanDerBill  
Jonathan Weinhagen  
Amir Malik  
Jonathan Moller (Ex-Officio)

#### **Members Absent**

Octavio Chung Bustamante  
Kim Vu-Dinh  
Brian Elliot (Ex-Officio)

#### **Attorney General’s Office (AGO) Staff Members Present**

Carin Mrotz  
Abdulaziz Mohamed  
Laura Sayles  
Jerome Rankine  
David Pegg



## **Agenda Items**

### **1. Call to order and roll call**

Co-chair Emma Greeman calls the meeting to order at 1:00 pm. A quorum was present.

### **2. Approval of meeting agenda**

A motion was made and seconded to approve the agenda as presented. A vote was taken, and the motion passed unanimously.

### **3. Approval of November 20<sup>th</sup> minutes**

A motion was made and seconded to approve the November 20<sup>th</sup> minutes. A vote was taken, and the motion passed unanimously.

### **4. Testimony by Gig and Platform Workers and Employers**

Public testimony was given by gig and platform workers and employers as follows:

- Jennifer Shearer, director of state worker power initiatives at the Economic Policy Institute (EPI), highlighted the impact of worker misclassification, particularly for those in occupations prone to such issues, such as construction, truck driving, and janitorial services. She presented estimates of the economic cost to misclassified workers, emphasizing the loss of rights and protections, including exclusion from federal labor laws. Additionally, she discussed the challenges faced by app-based workers, citing survey data indicating that they consistently earned less than the minimum wage and experienced higher rates of wage theft compared to traditional W2 employees.
- Marianna Brown, a Minnesota Uber Lyft Drivers Association (MULDA) member and Uber driver for almost seven years, highlighted the challenges faced by drivers in Minnesota, emphasizing the lower pay received for trips and the risks involved, including traveling long distances without compensation for the travel time. Marianna Brown also expressed concerns about the safety issues drivers face, including incidents of disability and harassment, and raised issues with the deactivation process for drivers who speak out or complain. She called for fair treatment, respect, and better working conditions for drivers.
- Farhan Badal, a father of two and member of MULDA with six years of experience, addressed challenges faced by drivers. He discussed issues related to technology, including penalties for declining rides, limitations on customer tips, lack of a rate card, and opaque algorithms determining pay. Farhan Badal also raised concerns about wait time compensation, inconsistencies in bonus incentives, and challenges



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with trip information clarity. He emphasized the need for fair treatment, better pay, and transparency in the gig economy.

- Jordan Bailey, a Policy Advisor at Door Dash, provided insights into Door Dash's operations in Minnesota. He mentioned Door Dash's partnership with over 6,000 merchants in the state and the engagement of thousands of Minnesotans, referred to as Dashers, who earn supplemental income by delivering meals and goods. Jordan Bailey highlighted the low barriers to entry for Dashers, emphasizing flexibility, lack of special licensing requirements, and the option to use bikes or scooters for delivery in urban areas. He discussed the onboarding process, the ability for Dashers to review and decline delivery offers, and the information provided about earnings. Jordan Bailey shared data indicating that Minnesota Dashers, on average, work three hours per week, earning around \$27 per hour, and often use the platform to supplement other responsibilities. He underscored the importance of flexibility for Dashers, with 93% stating that it was a crucial factor in choosing Door Dash as an earning opportunity.
- Courtney Gillespie, the Director of Government Affairs and Social Impact at TaskRabbit, discussed TaskRabbit's platform and business model. TaskRabbit connects people needing assistance with small home tasks to independent contractors, or "Taskers." The platform covers 35 categories, including furniture assembly, wall mounting, and yard work. Courtney Gillespie outlined the unique aspects of TaskRabbit, emphasizing that Taskers set their own hourly rates, and clients pay a trust and support fee on top of the Tasker's rate. She highlighted the autonomy and supplemental nature of Tasker income, with an average of 2 hours worked per month and an average hourly rate of \$43. Courtney Gillespie encouraged the task force to consider such unique models when exploring approaches to provide benefits and protections to workers.

## **5. Questions and Discussion on Gig and Platform Workers' and Employers' Testimony**

The task force members asked questions and engaged in a discussion as follows:

- Representative Emma Greenman inquired if, after Taskers and clients have established a good relationship through the TaskRabbit platform, the Tasker, specifically the snow removal person, could arrange regular recurring tasks outside the platform. Courtney Gillespie responded that there are no restrictions preventing Taskers and clients from continuing their relationship outside the platform. While the initial task is encouraged to be completed and billed through the app, they are free to establish a direct relationship afterward, with the suggestion to do so outside the context of the ongoing task.
- Burt Johnson asked Jordan Bailey and Courtney Gillespie about the calculation of hourly rates, seeking clarification on whether this rate includes time spent on tasks only or if it encompasses other activities like driving between jobs. Additionally, he inquired whether this information is tracked and communicated to workers. Courtney Gillespie explained that on TaskRabbit, the hourly rate is determined by



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the Tasker, with a minimum set at \$15. Taskers have the flexibility to decide if their rate includes commuting time, mileage, or additional fees for specific situations. The negotiation and details are handled directly between the Tasker and the client in the chat thread. TaskRabbit does not dictate these terms; it's the Tasker's prerogative to invoice accordingly. Jordan Bailey clarified that on Door Dash, the metrics for hours are focused on the time after a Dasher accepts an offer until the completion of the delivery. This approach is chosen because they consider the time spent accepting or rejecting offers as part of the relevant work period, aiming for a more accurate representation of time spent actively working on the platform.

- Briana Kemp inquired about whether the company assumes liability for accidents or injuries caused by Dashers during deliveries and how such situations are handled. Jordan Bailey explained that Door Dash has two sets of insurance to address liability issues. They provide third-party liability insurance to cover cases where a Dasher causes an accident and injures another person. Additionally, they offer occupational accident insurance, which provide \$1,000,000 in coverage for Dashers in case they are injury during a delivery, covering medical expenses and lost earnings support.
- Commissioner Blissenbach asked about whether the contract is between the customer and the Tasker, and if disputes arise, particularly regarding the number of hours charged, how they are resolved, and if TaskRabbit plays a role in the resolution process. Courtney Gillespie explained that while users agree to TaskRabbit's terms of service, the actual task agreement occurs between the Tasker and the client. The platform keeps a written record of the negotiations in the chat thread. If disputes arise, TaskRabbit's customer support and trust and safety teams step in to help resolve conflicts, and they have a happiness pledge to address issues like property damage.
- Commissioner Blissenbach inquired about occupational accident insurance, specifically whether it is a group policy in Minnesota or if each Dasher is named as a separate covered individual. Jordan Bailey said he'll check-in with Door Dash's insurance team and follow up with the task force.
- Representative Emma Greenman queries the nature of the contract Dasher enter with the company, inquiring about when workers see the contract, and if there is room for negotiation regarding terms such as pay and work performance. Jordan Bailey answered that Dashers must agree to the independent contract agreement during the sign-up process and suggests that there may be certain terms within the agreement open to negotiation. He expressed willingness to provide the full contract to the task force.
- Melissa Hysing inquired about the content and negotiability of the contract when signing up for Uber and Lyft. Marianna Brown expressed that there is no way to negotiate the rate of pay when signing up for Uber and Lyft. She mentioned that the rate is not listed initially, and drivers are informed of the pay after completing the ride. Additionally, she highlighted challenges related to long-distance trips and the impact of cancellations on drivers. Farhan Badal indicated that drivers cannot



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negotiate with Uber and Lyft regarding how much they want to charge for a ride or the service agreement. He emphasized the complexity of the service agreement language, making it challenging for drivers to negotiate terms.

- Melissa Husing inquired about the opportunities available for drivers to increase their income and earn more money. Marianna Brown discussed the ongoing collaboration with the Governor's Committee on the Compensation, Wellbeing, and Dair Treatment of Transportation Network Company Drivers to establish a living wage for drivers.
- Jonathan Moller inquired about whether the quoted rate, \$27 an hour, included customer gratuities and, if so, what the rate would be without customer gratuities. Jordan Bailed answered that it does include customer gratuities but would need to follow up with the task force on the latter rate.
- Jonathan Moller questioned whether the independent contractor agreements entered by workers include class waivers and arbitration agreements. Jordan Bailey and Courtney Gillespie said they'll follow up with the task force on that.
- Burt Johnson asked about whether workers on the platform can communicate with each other about the terms and conditions of their employment, and whether there are explicit protections against retaliation in the terms of agreement or contracts. Courtney Gillespie mentioned that TaskRabbit doesn't prevent taskers from communicating with each other, and they event encourage it through meetups, a blog, and a Discord page where taskers can exchange information and advice. Jordan Bailey mentioned that Door Dash does not actively facilitate communication between Dashers regarding terms and conditions, but there is no prohibition against it. Door Dash has events where Dashers can meet and discuss various aspects of their work. Additionally, online platforms like Reddit serve as spaces where Dashers share information.
- Rod Adams inquired about the common reasons for deactivation and if there is any information on what leads to termination for workers. Marianna Brown highlighted instances where drivers face deactivation due to customer complaints, which may be unfounded or arise from disrespectful interactions. She expressed concerns about the challenges drivers face in proving their innocence. Farhan Badal identified customer complaints as a common reason for deactivations, expressing concern that platforms often do not consider the driver's perspective or provide due process. He emphasized the emotional toll and uncertainty associated with the deactivation process for drivers.

## 6. Testimony by Highly Impacted Industries

Public testimony was given by highly impacted industries as follows:

- Robert Lopez, a state legislative representative with the United Food and Commercial Workers International Union, testified in support of a misclassification policy that aligns with existing labor laws, addresses employer tax responsibilities, and upholds workers' rights to form a union. He highlighted the challenges posed



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by worker misclassification, particularly in the food retail industry, and emphasized the need for proper regulation to prevent companies from exploiting labor and lowering wages. Robert Lopez urged Minnesota to lead on this issue.

- Willie Burden, a Staff Attorney for the International Brotherhood of Teamsters, addressed the modern-day misclassification scheme, focusing on subcontracting structures used by corporations like Amazon in their Delivery Service Provider (DSP) program. He emphasized how these programs exert control over workers while evading responsibility and accountability under labor laws. Willie Burden argued that the misclassification issue, particularly in programs like Amazon's DSP, goes beyond joint employer standards and requires a comprehensive approach to address the control and influence exerted by corporations over workers.
- Tony McGarvey, a member of the International Union of Painters and Allied Trades, shared his experiences as a painter and organizer. He highlighted instances of worker misclassification and insurance fraud within the construction industry, noting the impact on workers' wages and working conditions. Tony McGarvey emphasized the need for measures to protect exploited workers and ensure a fair playing field for legitimate employers, calling attention to the prevalence of workers' compensation fraud by employers and its adverse effects on the economy.
- Maria Illescas, an organizer at SEIU Local 26, expressed concerns about companies frequently hiring temporary workers for short durations and subsequently displacing them without providing opportunities for reemployment. She highlighted the negative impact on workers, particularly those who have been employed for extended periods, losing rights to benefits such as vacation and sick time. Maria Illescas shared a personal story about a colleague named Julia, an elderly individual with language barriers, who faced challenges when a new company took over the building. Despite Julia's persistence, she was initially let go but later rehired with reduced hours and lower wages, reflecting the broader issues faced by workers in similar situations.
- Mark Bradley, a representative of SAG-AFTRA, discussed the challenges faced by non-union talent in the recorded media industry who are often classified as independent contractors. He emphasized the lack of protections for these workers, including the absence of overtime pay, workers' compensation, and the ability to address harassment or discrimination. Mark Bradley highlighted the negative impact of misclassification on union members, signatory employers, the state's tax revenue, and even non-union talent who are denied fair wages and employee protections. He advocated for clear and definitive classification of talent as employees, with specific considerations for singer-songwriters to retain intellectual property rights.
- Charles Cushing, the business representative of IATSE Local 745, shared examples of misclassification in the entertainment industry. He recounted instances involving workers for the Minnesota Timberwolves, who were initially misclassified as independent contractors. Despite a prolonged legal process, the misclassified workers eventually received proper employee status and compensation. He



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recounted how, after that, the Minnesota Vikings began to misclassify their in-hour production workers at US Bank Stadium and their facility in Eagan, which continues to this day. Charlie Cushing emphasized the need for laws allowing anonymous reporting of misclassification and the importance of a state regulatory agency to enforce such cases.

- Allana Olson, a member of IATSE Local 13 with 19 years of experience in live entertainment, shared her personal experience with misclassification after a workplace accident. She highlighted the challenges she faced, including being unable to work for multiple employers and the difficulty in filing for unemployment. Allana Olson stressed the need for clear laws addressing misclassification and emphasized that misclassification is determined by the law, not personal choice. She noted progress in the Twin Cities theater scene but highlighted the ongoing challenges in other sectors of the event industry.
- Jesse Madison, owner and CEO of Purple Tally Productions, shared his perspective as a union signatory employer and discussed the financial impact of worker misclassification on his company. He highlighted specific instances where his company lost money due to the use of misclassified workers, such as a client using 1099 workers to avoid paying union rates. Jesse Madison emphasized the real damage to companies and individuals caused by the lack of fear around misclassifying workers, and he called attention to the need for enforcement and awareness of the issue.

## **7. Questions and Discussion on Highly Impacted Industries' Testimonies**

The task force members asked questions and engaged in a discussion as follows:

- Brittany VanDerBill inquired about data supporting the focus of the specific highly impacted industries chosen to testify to the task force. Representative Emma Greenman shared that she'd follow up with that information for Brittany VanDerBill.
- Melissa Hysing inquired about the instances of misclassification at the Timberwolves and Vikings, asking Charlie Cushing to discuss the process and agencies he approached to report or file complaints regarding these issues. Charlie Cushing mentioned that as a union representative, he attempted to report misclassification issues to several agencies, including the Department of Labor, Minnesota Department of Revenue, and the Attorney General's Office. However, due to the requirement of reporting with a named individual and the lack of affected individuals willing to come forward, the efforts faced challenges. There were changes only after he sent a letter to the Minnesota Department of Revenue in July 2022. The Minnesota United MLS team was also audited in 2021 and, following misclassification findings, eventually became W2 employees, showing a pattern of intentional misclassification by professional sports teams.
- Burt Johnson sought elaboration on the level of control Amazon has over Delivery Service Partners (DSPs), particularly in terms of impacting the terms and conditions



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of employment. He asked if DSPs can genuinely operate as independent businesses or if the model is standardized nationwide. Additionally, Burt Johnson inquired about the hourly wage and whether wages are controlled through DSP contracts. Paul Slattery, the political director for Teamsters Union Local 120, explained that Amazon exerts significant control over Delivery Service Partners (DSPs), influencing aspects such as the mapping apps used by drivers and the requirement for DSP employees to wear Amazon vests. While DSPs have some control over employee wages, Amazon's termination of DSP contracts, especially after attempts at unionization, hinders the potential for sustained influence on employment terms.

- Amir Malik requested more information about how Amazon's DSPs are established, selected, and the overall process behind, seeking an understanding of the dynamics of how drivers are assigned and transitioned into contracting roles within the DSP system. Paul Slattery explained that when a DSP loses its contract with Amazon, another DSP may pick up the contract, requiring the hiring of new drivers. The transition process for drivers from one DSP to another can sometimes be unclear, and drivers may suddenly find themselves working for a different DSP. Paul also mentioned challenges with workers' compensation and unemployment claims when a DSP loses its contract, as drivers may not be fully aware of their rights in such situations.
- Amir Malik followed up and ask how many DSPs there are and, on average, how many drivers are with each DSP. Paul Slattery shared that, on average, there are about 5 to 10 DSPs in a distribution center in Eagan, each having approximately 10 to 15 drivers.
- Melissa Hysing asked about Allana Olson's employment history, specifically if she performed the same type of work for both her W2 employment and 1099 gigs, and whether her W2 employment was part-time or occasional. Allana Olson responded that, for the most part, yes, and that the work she performed was the same whether it was 1099 or W2.
- Melissa Hysing asked Allana Olson to elaborate on other efforts she made to pursue complaints with federal, local, or state agencies and to share what was most effective in getting companies to properly classify employees. Allana Olson mentioned that most attempts to reach out to government agencies were not very effective. However, she highlighted the success achieved through a small theater company, which was audited by the IRS. The auditor recommended that employees should be classified as such, and the company took the right steps to comply. This example served as a powerful influence when discussing the importance of proper classification with other technicians at different venues.
- Aaron Sojourner asked about the commonality of short-term gigs for painters and whether they tend to work for the same company for an extended period or frequently move between employers, particularly when working for union companies. Tony McGarvey explained that painters in their union operate under a referral hall system, where members can solicit their own work, and employers can call the hall for an out-of-work list. Members may work for a single employer





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throughout their careers if they prove valuable, while others may move between employers if they haven't established long-term relationships.

- Aaron Sojourner sought clarification on the union's model compared to platform companies. He wanted to understand how the union manages to match workers with employers and customers while ensuring that the responsibility for servicing the customer lies with the employer, even though the workers are not considered employees. Tony McGarvey explained that in their model, the worker performs the actual work, while the employer finds bids and takes on the responsibility of securing customers. He emphasized that they don't have workers like those on platforms such as TaskRabbit, and most of their contractors are involved in commercial construction rather than residential projects.

## **8. Break**

## **9. Public Comment Period**

Public testimony was given by members of the public as follows:

- Micayla Ter Wee, an organizer with the Minnesota AFL-CIO, shared her experience as a misclassified worker in the nonprofit and organizing space. Initially unaware of her contractor status, she discovered it after not having taxes deducted from her paycheck. Despite being treated like an employee, she and her coworkers were denied benefits and employee status. They formed a solidarity union and went on strike twice. Michaela suggested interventions, including requiring notice to 1099 contractors about contract and employee distinctions, annual notices during tax filing, and mandating back pay for misclassified employees, including the equivalent of the median state benefits package.
- Kouri Marshall, the Director of State and Local Government Relations at the Chamber of Progress, urged the task force to distinguish between areas of the economy where workers are true victims of misclassification and situations where gig workers value the flexibility of app-based work. He cited surveys indicating that many gig workers support maintaining their independent contractor status. Marshall emphasized the importance of flexible work schedules, particularly for women disproportionately impacted by the pandemic, and highlighted potential negative consequences, such as job losses and increased costs, associated with a nationwide reclassification of independent contractors to employees in the gig economy.
- Jonathan Moller asked if there is anything that prevents employers, particularly in gig platform companies, from allowing workers to have flexible work schedules, given that the classification of workers as independent contractors is often linked to the idea of flexibility in work schedules. Kouri Marshall stated that he believes it is incumbent upon each employer to provide flexibility in work schedules, and he shared his personal experience of working as an employee with set hours but having the flexibility to take paid time off (PTO). He emphasized that reclassifying



gig workers as employees could lead to concerns about losing the flexibility they currently enjoy.

## **10. Discussion Section: Addressing Key Issues Unearthed in Fact-Finding**

The task force members engaged in a discussion as follows:

- Representative Greenman emphasized the importance of addressing key issues raised during fact-finding. She suggested exploring further research on various aspects, including the impact of misclassification on government agencies, the Unemployment Trust Fund, and workers/compensation rates. Additionally, she expressed interest in understanding how independent contractors' tax burden and business expense deductions affect tax revenue and taxpayers. Representative Greenman proposed creating a research list and encouraged task force members to contribute their thoughts on specific areas that require more exploration.
- Aaron Sojourner expressed curiosity about gathering information on the agency side, including the flow of complaints, follow-up procedures, and the ability to initiate real investigations. He also emphasized the need to understand the process and resources dedicated to assessing and investigating these issues on the ground. Furthermore, Aaron Sojourner suggested making a structured request to platform companies that have provided testimony. He proposed putting together a set of questions and sending them to all companies to obtain uniform and structures responses on key issues that have surfaced during the discussions. This approach would aim to gather comprehensive information and insights from all platform companies involved in the conversation.
- Burt Johnson raised concerns about platforms' inability to immediately confirm the presence of forced arbitration clauses in their contracts, emphasizing the importance of obtaining such information. He also highlighted the need to collect data on the impact of misclassification on women, people of color, and immigrants, challenging broad statements suggesting advantages for these groups without citing data. He suggested examining wage differentials and seeking data to support or refute such claims. Lastly, Burt proposed exploring models of enforcement and information sharing from other states, particularly looking at how different departments handle employment tests, enforcement silos, and misclassification issues broadly.
- Brittany VanDerBill offered to provide studies on how independent contracting is significant for women, people of color, caregivers, and individuals with disabilities. She suggested coordinating with others to examine this data. Additionally, she emphasized the importance of looking at data from other states with similar initiatives, citing California's AB 5 law and mentioning an upcoming study on its impact. Brittany VanDerBill suggested exploring employment numbers post-AB 5 and advocated for a comprehensive review of data from different states to avoid unintended negative consequences.



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- Melissa Hysing echoed Aaron Sojourner’s earlier point, suggesting that all agencies provide metrics to better understand the scale and extent of their education, detection, and enforcement activities at each stage of their processes. She emphasized the need for metrics to include relative comparisons, offering a sense of proportion concerning the agencies’ overall activities.
- Rod Adams suggested exploring whether there are government agencies in other states that have effectively addressed similar issues, expressing the desire to learn from their experiences rather than reinventing the wheel.

## **11. Discussion Section: Policy Buckets**

The task force members engaged in a discussion as follows:

- Representative Greenman discussed the transition from fact-finding to preliminary policy conversations in January and February, with the goal to continue these discussions into the spring. She expressed interest in structuring the next policy conversation by identifying reform areas and policy buckets. Representative Greenman sought input from the task force on areas such as enforcement, detection, and testing that they want to explore further. The aim is to gather expert and research help to provide insights into what is happening in other states and to inform the upcoming policy discussions.
- Melissa Hysing suggested focusing on worker education and outreach as one of the key reform areas. She emphasized the importance of empowering workers to understand how they should be classified and take appropriate action, citing testimonies from individuals who were directly misclassified.
- Representative Greenman suggested that the issue of government enforcement, distinct from co-enforcement, has been frequently raised. She proposed exploring ways to create enforcement mechanisms that bring agencies together and are more accessible to workers. This, according to Representative Greenman, feels like a key reform area or “bucket” based on the discussions so far.
- Burt Johnson suggested exploring the use of government funding and its impact on misclassification, using the example of multi-employer housing subsidies mentioned during the construction discussion. He highlighted the need to examine ways public dollars are spent and whether they inadvertently support misclassification. Burt Johnson proposes exploring ways to attach labor standards to public subsidies to prevent or limit improper misclassification.
- Senator Clare Oumou Verbeten mentioned exploring the use of government funding, specifically Tax Increment Financing (TIF) funding. She suggested examining whether extending prevailing wage requirements to this area could be a method to addressing misclassification.
- Commissioner Nicole Blissenbach suggested focusing on areas of agency enforcement to increase effectiveness, acknowledging the limited resources for addressing ever complaint. She emphasized the need for mechanisms to encourage compliance at the front end, suggesting that prevailing wage and similar policies



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impact compliance by involving multiple entities early in the process. Commissioner Blissenbach highlighted the importance of incentivizing compliance at the front end to reduce the enforcement burden on the back end, where resources may be insufficient to tackle every violation.

- Representative Greenman raised the topic of deterrence mechanisms, both governmental and nongovernmental, to prevent misclassification issues.
- Rod Adams emphasized the importance of exploring industry-wide ABC tests and discussing the possibility with the legislature. Representative Greenman acknowledged the need for exploration in this area and how it contrasts with the various tests currently in use.
- Briana Kemp expressed curiosity about the use of various tests across different agencies in different states.
- Representative Greenman concurred with Melissa Hysing’s point on including education as a bucket, emphasizing the importance of penalties in both criminal and civil contexts. She noted the need to examine current penalties, including small criminal pieces mentioned by the Commerce Fraud Department, with the goal of improving enforcement and potentially acting as a deterrent.
- Aaron Sojourner mentioned the issue of workers’ compensation premium fraud, suggesting it could fit within existing buckets. He emphasized the importance of exploring financial mechanisms to address this concern.
- Representative Greenman concluded the discussion by summarizing the identified “bucket” areas, including the harnessing of the financial system for information and potential insurance regulation. She highlighted the need to focus on detection, audits, and having a window into processes, emphasizing the importance of being intentional about the state’s role in these aspects. The plan is to organize and get an overview of what’s happening in other states in January, then as a committee, decide where to focus first. Representative Greenman also raised the question of continuing interest in testimony and how to gather data effectively, mentioning the ongoing acceptance of written testimony and the consideration of surveys.
- Aaron Sojourner suggested using structured questions to help frame meetings. He proposed a method for chairs to solicit contributions and prioritize areas of focus from task force members outside of the meetings.

## 12. Adjournment

Co-chair Emma Greenman adjourned the meeting at 4:02 pm