

When will new policies impact your business?

The Minnesota legislature passed many bills this legislative session. Here is a timeline of when those bills become a reality for your business.



2023

ALREADY IN EFFECT

- Hair texture and styles added to the definition of race.
- Ban on restrictive franchise agreements (“no-poach” or “non-solicitation” agreements).
- State Building Code process/rules change to require adult-size changing facilities.
- Cumulative impact reporting on state air permits.
- Odor management oversight.
- Air toxics reporting criteria to obtain a permit.
- Additional public meetings for nonexpiring air permits.
- Noncompete agreements banned.
- Small business exemptions removed for lactating employees and pregnancy accommodation.
- Eliminated small business exclusion for pregnancy and parenting leave.
- Human Rights Act updated with new definitions of sexual orientation and gender identity.
- New and increased OSHA penalties, classification of citation data, authority to inspect employer exclusion.
- Ergonomics grant program and new ergonomics reporting requirements.
- New agriculture and food processing worker standards.
- Nursing Home Standards board established to set new employment standards.
- Motor vehicle tax increases.

AUGUST 1, 2023

- Restrictions on employer-sponsored meetings and communications (captive audience).
- New protections in place for warehouse distribution centers.
- Stricter construction worker wage protections.
- Fees increase for groundwater appropriation permits.
- Legalization of recreational cannabis.

OCTOBER 1, 2023

- 1% Metro area sales tax for transit and housing.

2024

JANUARY 1, 2024

- Sick and safe time mandated.
- New ergonomics standards in effect for warehouse, meatpacking, healthcare workers.
- New worker standards for meat and poultry processing.
- Ban established on asking about pay history.
- Tab fee increases.
- Gas tax indexed to inflation.

JULY 1, 2024

- New \$0.50 fee per delivery on retail deliveries over \$100.

OCTOBER 1, 2024

- Minnesota OSHA fines/penalties indexed to inflation.

2025

JANUARY 1, 2025

- Minnesota Secure Choice Plan - retirement savings program.
- PFAS ban in 11 products.

2026

JANUARY 1, 2026

- New paid family and medical leave mandate.
- New reporting requirements for all PFAS products.