

# 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.



MINNESOTA  
CHAMBER OF  
COMMERCE  
GROWING MINNESOTA



## ALREADY IN EFFECT

- Hair texture and styles added to the definition of race
- Ban on restrictive franchise agreements ("no-poach" or "nonsolicitation" 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

### In effect as of July 1, 2023

- Noncompete agreements banned
- Lactating employees, pregnancy accommodations, unpaid leave updates and small business exemptions removed
- 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
- New ergonomics reporting requirements
- New agriculture and food processing worker standards
- Nursing Home Workforce Standards Board established to set new employment standards
- Motor vehicle sales tax increases

### In effect as of 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
- Recreational marijuana legal

### In effect as of October 1, 2023

- 1% metro area sales tax for transit and housing

2023

2024

2025

2026

### January 1, 2024

- Sick and safe time mandated
- New ergonomics standards in effect for warehouse, meatpacking, health care workers
- New safety standards for meatpacking
- 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 50 cent per-delivery fee on retail deliveries over \$100

### October 1, 2024

- Minnesota OSHA fines/penalties indexed to inflation

### January 1, 2025

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

### January 1, 2026

- New Paid Family and Medical Leave mandate
- New reporting requirements for all PFAS products