

When will new policies impact your business?

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

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2025

November 10, 2025

- Deadline to submit paid family and medical leave private plan substitution requests to be in place by Jan 1 to DEED

December 2025

- Employer Notification Deadline for Paid Family and Medical Leave mandate

2026

January 1, 2026

- New Paid Family and Medical Leave mandate and new payroll taxes imposed
- Sick and Safe Time modifications to advancing hours
- Updates to Minnesota meal and rest break statute
- Increased registration fees for electric vehicles and plug-in hybrid electric vehicles
- Minnesota Secure Choice Plan – retirement savings program launched for employers with 100 or more employees
- Fluorescent light bulb ban extends to pin-base linear and compact fluorescent lamps.

2027

January 1, 2027

- New tax on public electric vehicle chargers

April 30, 2026

- Paid Family and Medical Leave quarterly payroll taxes due

July 1, 2026

- PFAS ban on 11 products begins
- New reporting requirements for all PFAS products

2029

February 1, 2029

- Producers cover 50% of new recycling costs (EPR)

2030

February 1, 2030

- Producers cover 75% of new recycling costs (EPR)

2031

February 1, 2031

- Producers cover at least 90% of net recycling costs (EPR)

2032

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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
- 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
- Gratuities on credit card changes
- 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
- Restrictions on employer-sponsored meetings and communications
- New standards for warehouse distribution centers
- Stricter construction worker wage protections
- Fees increase for groundwater appropriation permits
- Recreational marijuana legal
- 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
- Compliance protocols for air emission permits
- 1% metro area sales tax for transit and housing
- New 50 cent per-delivery fee on retail deliveries over \$100
- Restrictive employment covenants in service contracts prohibited
- Worker misclassification prohibited
- Minnesota OSHA fines/penalties indexed to inflation
- First Quarterly Wage Reports Due for Paid Family and Medical Leave mandate
- PFAS ban on 11 products begins
- Increases to the minimum wage
- Salary range in job postings disclosure required
- New health care mandates
- Gas tax indexed to inflation
- New pricing disclosure requirements
- Sick and Safe Time mandate applies to more generous PTO
- Changes to building construction or improvement services independent contractor test
- Minnesota Secure Choice Plan - retirement savings program launched
- Sick and Safe Time "administrative" modifications to notice, documentation provisions
- Ban on many fluorescent light bulbs.