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State of Minnesota

HOUSE OF REPRESENTATIVES

NINETY-FOURTH SESSION

H. F. No. 1484

02/24/2025 Authored by Howard and Greenman
The bill was read for the first time and referred to the Committee on Workforce, Labor, and Economic Development Finance and Policy

A bill for an act

relating to employment; requiring employers to disclose in job postings whether employee health plan options comply with cost-sharing limits; amending Minnesota Statutes 2024, section 181.173, subdivision 2.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

Section 1. Minnesota Statutes 2024, section 181.173, subdivision 2, is amended to read:

Subd. 2. **Salary ranges in job postings required.** (a) An employer must disclose in each posting for each job opening with the employer the starting salary range, and a general description of all of the benefits and other compensation, including but not limited to any health or retirement benefits, to be offered to a hired job applicant, as well as whether a hired job applicant will be offered a health plan option that complies with the cost-sharing limits under section 62Q.481, subdivision 1.

(b) An employer that does not plan to offer a salary range for a position must list a fixed pay rate. A salary range may not be open ended.