

SENATE
STATE OF MINNESOTA
NINETY-THIRD SESSION

S.F. No. 3725

(SENATE AUTHORS: MANN, Marty, McEwen and Pha)			
DATE	D-PG		OFFICIAL STATUS
02/15/2024	11604	Introduction and first reading	
		Referred to Labor	
04/15/2024	13900	Author added Pha	

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A bill for an act

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relating to employment; requiring employers to disclose salary ranges in job

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postings; proposing coding for new law in Minnesota Statutes, chapter 181.

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

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Section 1. **[181.173] SALARY RANGES REQUIRED IN JOB POSTINGS.**

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Subdivision 1. Definitions. (a) For the purposes of this section, the following terms have

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the meanings given to them in this subdivision.

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(b) "Employer" means a person or entity that employs 30 or more employees at a

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minimum of one site and includes an individual, corporation, partnership, association,

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nonprofit organization, group of persons, state, county, town, city, school district, or other

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governmental subdivision.

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(c) "Posting" means any solicitation intended to recruit job applicants for a specific

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available position, including recruitment done directly by an employer or indirectly through

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a third party, and includes any postings made electronically or via printed hard copy, that

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includes qualifications for desired applicants.

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(d) "Salary range" means the minimum and maximum annual salary or hourly range of

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compensation for a job opportunity of the employer at the time of the posting of an

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advertisement for such opportunity.

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Subd. 2. Salary ranges in job postings required. (a) An employer must disclose in

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each posting for each job opening with the employer the starting salary range, and a general

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description of all of the benefits and other compensation to be offered to a hired job applicant.

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