

SENATE
STATE OF MINNESOTA
NINETY-THIRD SESSION

S.F. No. 3725

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DATE	D-PG	OFFICIAL STATUS
02/15/2024	11604	Introduction and first reading Referred to Labor

1.1A bill for an act

1.2relating to employment; requiring employers to disclose salary ranges in job

1.3postings; proposing coding for new law in Minnesota Statutes, chapter 181.

1.4BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

1.5Section 1. **[181.173] SALARY RANGES REQUIRED IN JOB POSTINGS.**

1.6Subdivision 1. **Definitions.** (a) For the purposes of this section, the following terms have

1.7the meanings given to them in this subdivision.

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

1.9minimum of one site and includes an individual, corporation, partnership, association,

1.10nonprofit organization, group of persons, state, county, town, city, school district, or other

1.11governmental subdivision.

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

1.13available position, including recruitment done directly by an employer or indirectly through

1.14a third party, and includes any postings made electronically or via printed hard copy, that

1.15includes qualifications for desired applicants.

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

1.17compensation for a job opportunity of the employer at the time of the posting of an

1.18advertisement for such opportunity.

1.19Subd. 2. **Salary ranges in job postings required.** (a) An employer must disclose in

1.20each posting for each job opening with the employer the starting salary range, and a general

1.21description 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.