



## 2025 Department of Labor and Industry policy bill SF2149

### Construction Codes and Licensing policy and technical

The Department of Labor and Industry (DLI) proposes eliminating references to specific chapters and articles of the National Electrical Code (NEC). This will allow Minnesota statutes to correctly reference the NEC even as new editions are published. This proposal also clarifies what types of electrical utilities qualify for a license exemption when performing electrical work.

### Temporary restraining orders

This proposal establishes authority for DLI to apply for an order enjoining and restraining violations of employment laws under DLI's jurisdiction. Currently, DLI only has this authority for violations of the child labor act. Some violations, including certain violations of the Women's Economic Security Act, retaliation, and more, are so time-sensitive that irreparable damage may be done to the employee by the time a compliance order is issued and resolved with an employer. This proposal provides a pathway to swiftly restrain and enjoin violations of that nature.

### Minimum wages for people with disabilities

This proposal would implement recommendations from the Task Force on Eliminating Subminimum Wages to close an outdated loophole that allows employers to pay people with disabilities lower than the minimum wage. Specifically, this proposal prohibits paying new hires less than the highest applicable minimum wage rate by August 1, 2026 and prohibits paying any employee less than the highest applicable minimum wage rate by August 1, 2028. The practice of paying a protected class below the minimum wage is not only discriminatory, but also impractical as the state faces an unprecedented labor shortage.