

**SENATE
STATE OF MINNESOTA
NINETY-FOURTH SESSION**

S.F. No. 2235

(SENATE AUTHORS: MANN)

DATE
03/06/2025

D-PG

3 Introduction and first reading Referred to Labor

OFFICIAL STATUS

1.1 A bill for an act

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

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

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

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

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