

SENATE  
STATE OF MINNESOTA  
NINETY-FOURTH SESSION

S.F. No. 2235

(SENATE AUTHORS: MANN)

DATE	D-PG	OFFICIAL STATUS
03/06/2025	663	Introduction and first reading Referred to Labor

- 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 general
- 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.