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State of Minnesota

HOUSE OF REPRESENTATIVES

NINETY-FOURTH SESSION

H. F. No. **1484**

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.