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State of Minnesota

HOUSE OF REPRESENTATIVES

NINETY-THIRD SESSION

H. F. No. 3587

02/12/2024 Authored by Bahner The bill was referred to the Committee on Labor and Industry Finance and Policy

1.1 A bill for an act
1.2 relating to employment; requiring employers to disclose salary ranges in job
1.3 postings; proposing coding for new law in Minnesota Statutes, chapter 181.

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

1.5 Section 1. 181.173 SALARY RANGES REQUIRED IN JOB POSTINGS.

1.6 Subdivision 1. Definitions. (a) For the purposes of this section, the following terms have
1.7 the meanings given to them in this subdivision.

1.8 (b) "Employer" means a person or entity that employs 30 or more employees at a
1.9 minimum of one site and includes an individual, corporation, partnership, association,
1.10 nonprofit organization, group of persons, state, county, town, city, school district, or other
1.11 governmental subdivision.

1.12 (c) "Posting" means any solicitation intended to recruit job applicants for a specific
1.13 available position, including recruitment done directly by an employer or indirectly through
1.14 a third party, and includes any postings made electronically or via printed hard copy, that
1.15 includes qualifications for desired applicants.

1.16 (d) "Salary range" means the minimum and maximum annual salary or hourly range of
1.17 compensation for a job opportunity of the employer at the time of the posting of an
1.18 advertisement for such opportunity.

1.19 Subd. 2. Salary ranges in job postings required. (a) An employer must disclose in
1.20 each posting for each job opening with the employer the starting salary range, and a general
1.21 description 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.