

## 2023 legislative session summary

All legislation is effective July 1, 2023, unless otherwise noted.

### Regular session laws

#### Jobs/Labor Omnibus [SF3035/Ch. 53](#) (Champion/Hassan)

##### Operating increases for Labor Standards, Apprenticeship, Workers' Compensation, General Support and Minnesota OSHA

**Labor Standards** – The Labor Standards unit will receive additional funding of \$147,000 in fiscal-year (FY) 2024 and \$246,000 each subsequent fiscal year from the General Fund, which will enable Labor Standards to continue education and outreach activities, plus respond to employee complaints and investigate allegations of violations at current service levels.

**Apprenticeship** – The Apprenticeship unit will receive an additional \$59,000 in FY 2024 and \$121,000 each subsequent fiscal year from the Workforce Development Fund to maintain the current level of service provided.

**Workers' Compensation** – The Workers' Compensation Division will receive an additional \$356,000 in FY 2024 and \$725,000 each subsequent fiscal year from the Workers' Compensation Fund, which will enable the division to continue ensuring injured workers promptly receive benefits and the workers' compensation system operates efficiently and effectively at current service levels.

**General Support** – The General Support Division will receive an additional \$2.127 million in FY 2024 and \$2.433 million each subsequent fiscal year from the Workers' Compensation Fund to maintain current service levels.

**Minnesota OSHA (MNOSHA) Compliance** – The MNOSHA Compliance unit will receive an operating increase of \$237,000 in FY 2024 and \$483,000 each subsequent fiscal year from the Workers' Compensation Fund that will enable MNOSHA Compliance to maintain its mission to protect workers at private and public worksites within Minnesota and prevent workplace injuries, illnesses and fatalities.

##### Technology services reorganization

The Workers' Compensation Division will receive an additional \$2.592 million in FY 2024 and \$3.118 million each subsequent fiscal year from the Workers' Compensation Fund to reorganize the way technology services are provided, funded and measured within the agency. This funding will cover the 8.5 existing full-time-equivalent (FTE) employees of Minnesota IT Services (MNIT) at the Department of Labor and Industry (DLI), as well as three new MNIT at DLI staff members. It also funds ongoing operational costs to keep the workers' compensation system operational.

The General Support Division will also receive an additional \$599,000 in FY 2024 and \$634,000 in each subsequent fiscal year from the Workers' Compensation Fund. This will fund an additional five FTE employees to the Research and Statistics unit. New staff members will enhance program evaluation and analysis efforts, expand data and reports available to program staff members and use data to inform goals and measure outcomes.

## **Interdepartmental Coordinating Council on Immigrant and Refugee Affairs**

The Interdepartmental Coordinating Council on Immigrant and Refugee Affairs is established to advise the newly created Office of New Americans at the Department of Employment and Economic Development (DEED). The DLI commissioner or the commissioner's designee will serve on the council. In addition, DLI must designate one staff member as an immigrant and refugee services liaison (Article 15, Section 2).

## **Safe Workplaces for Meat and Poultry Processing Workers Act**

Labor Standards will receive an additional \$225,000 in FY 2024 and \$169,000 each subsequent fiscal year from the General Fund to fund activities under this act. This article requires DLI to appoint a worker rights coordinator and creates standards applying to meatpacking operations with 100 employees or more. DLI has enforcement authority. Effective Jan. 1, 2024. (Article 5 of SF3035; based on stand-alone bill HF23/SF207 (Wolgamott/Putnam).)

## **Nursing Home Workforce Standards Board**

DLI will receive an additional \$661,000 in FY 2024, \$357,000 in FY 2025, \$404,000 in FY 2026, and \$357,000 in FY 2027 from the General Fund for leadership positions to perform work for the board and for rulemaking costs. The nine-member board will set minimum standards necessary for the health and welfare of nursing home workers. The governor must make appointments to the board by Aug. 1, 2023, and the DLI commissioner must convene the first meeting within 30 days after the governor completes appointments to the board. (Article 3 of SF3035; based on standalone bill HF908/SF1621 (Agbaje/Pappas).)

## **Office of Combative Sports**

### **Combative sports health and safety**

The Office of Combative Sports (OCS) will receive an additional \$243,000 in FY 2024 and \$254,000 each subsequent fiscal year from the General Fund to better protect combatant health and safety. Policy updates will improve OCS oversight of combative sports contests and clarify grievance procedures. In addition, OCS regulatory authority is expanded to include Muay Thai and kickboxing. Licensing fees for trainers and seconds are reduced from \$80 to \$40, and fees for amateur combatants are reduced from \$50 to \$35. (Article 4.)

## **Labor Standards**

### **Women's Economic Security Act (WESA) outreach**

Labor Standards will receive an additional \$134,000 each fiscal year from the General Fund for outreach and enforcement efforts related to the nursing mothers, lactating employees and pregnancy accommodations law.

### **Labor Standards outreach and education coordinator**

Labor Standards will receive an additional \$134,000 in FY 2024 and \$142,000 each subsequent fiscal year from the General Fund for an outreach and education coordinator.

### **Improving the safety and wellbeing of agricultural and food processing workers**

Labor Standards will receive an additional \$184,000 in FY 2024 and \$142,000 in each subsequent fiscal year from the General Fund for outreach, education and translation activities so workers are aware of their rights and employers understand their responsibilities under changes to the Migrant Labor Law, the Packinghouse Workers Bill of Rights and the Recruitment in Food Processing Employment statutes. (Article 2 of SF3035; based on standalone bill HF70/SF61 (Hansen/Kunesh).)

### **Prevailing-wage education and enforcement**

Labor Standards will receive an additional \$1.412 million in FY 2024 and \$1.484 million each subsequent fiscal year from the Workforce Development Fund for prevailing-wage education and enforcement.

### **WESA and retaliation updates**

WESA updates — removes language limiting the right to reasonable break times to express milk to the 12 months following the birth of the child and removes the undue hardship exemption for providing such breaks. These updates also lower the employee threshold for providing pregnancy accommodations to employees from 15 to one, effectively expanding the right to pregnancy accommodations to all employees. Employers must also provide a written notice to employees of their right to express milk and have pregnancy accommodations at the time of hire and publish these rights in the employee handbook (DLI must provide the text). Expands the right to unpaid parental leave so that it applies immediately upon hire regardless of employer size.

Retaliation updates – updates retaliation protections across chapter 181 to be consistent and comprehensive.

(Article 11, Sections 21, 23-24, 26-37 of SF3035; based on stand-alone bill HF1104/SF1018 (Koegel/Maye Quade).)

### **Restrictive franchise agreements prohibited**

Prohibits restrictive franchise agreements and requires employers, no later than one year from the effective date, to amend existing franchise agreements to remove any violating language or sign a memorandum of understanding with franchisees providing that any contract provisions violating the requirement are void and unenforceable. DLI has enforcement authority. Effective May 25, 2023. (Article 11, Section 38 of SF3035; based on stand-alone bill HF1831/SF2216 (Greenman/Mann).)

### **Earned sick and safe time**

Labor Standards will receive an additional \$1.445 million in FY 2024 and \$2.209 million each subsequent fiscal year from the General Fund for enforcement and other duties regarding earned sick and safe time. Other duties include the creation of a workplace poster, outreach and education. In addition, \$300,000 is appropriated in each of FY 2024 and FY 2025 for grants to community organizations for the purpose of outreach and education for employees regarding their rights under the earned sick and safe time law. This law ensures workers can

accrue up to 48 hours a year of earned sick and safe time for when they need to recover from an illness, go to a medical appointment, care for a child during a school closure, or get care and assistance due to domestic abuse, stalking or sexual assault. Effective Jan. 1, 2024. (Articles 12-14 of SF3035; based on stand-alone bill HF19/SF34 (Olson, L./Pappas).)

### **Prevailing-wage project definition expanded**

Expands the definition of “project” in Minnesota Statutes 177.42 to include language that requires prevailing wage be paid on the construction portion of a project when the acquisition of property, predesign, design or demolition portion is financed in whole or in part by state funds. Effective May 25, 2023. (Article 11, Section 9.)

(Article 11, Section 9.)

### **Workplace veterans poster**

Labor Standards will receive one-time funding of \$27,000 from the General Fund for the creation and distribution of a workplace veterans poster. (Article 1, Section 12 of SF3035; based on stand-alone bill HF2633 (Lislegard).)

### **Non-compete covenants void and unenforceable**

Covenants not to compete are made void and unenforceable. DLI does not have enforcement authority. (Article 6 of SF3035; based on HF295/SF405 (Elkins/Mann).)

### **Certain employer-sponsored meetings**

Prohibits mandatory employer-sponsored meetings or communications that are designed to communicate the opinion of the employer about religious or political matters. DLI does not have enforcement authority. Effective Aug. 1, 2023. (Article 11, Section 25 of SF3035.)

### **Agencies awarding assistance to collect certified payroll when prevailing wage is required**

Minnesota Statutes 116J.871, subdivision 2, is modified to clarify that recipients of financial assistance are subject to the prevailing-wage enforcement provisions in chapter 177. It also clarifies that state agencies awarding financial assistance are treated as contracting authorities and must collect certified payroll reports. (Article 1, Section 2 of SF3035; based on stand-alone bill HF1571/SF1566 (Berg/Oumou Verbeten).)

### **Prevailing-wage exemption for affordable single-family homeownership**

Creates a new exemption from the definition of “economic development” under Minn. Stat. 116J.871. It excludes financial assistance for the construction of fully detached single-family affordable homeownership units for which the financial assistance covers no more than 10 such units. (Article 1, Section 1.)

### **Construction Worker Wage Protection Act (CWWPA)**

The CWWPA states that a contractor entering a construction contract assumes liability for unpaid wages, fringe benefits and liquidated damages owed to a claimant by a subcontractor of any tier. This allows DLI to seek unpaid wages and liquidated damages owed to an employee from a contractor. DLI has enforcement authority. Effective Aug. 1, 2023. (Article 10 of SF3035; based on stand-alone bill HF1859/SF1988 (Feist/Seeberger).)

## **Minnesota Climate Innovation Finance Authority (MCIFA)**

The MCIFA is established and must require prevailing wage for all projects with a budget of \$100,000 or more. The DLI commissioner or the commissioner's designee shall serve on the MCIFA board of directors. Effective May 25, 2023, and the first meeting of the board must be held by Nov. 17, 2023. (Article 21, Section 2.)

## **Construction Codes and Licensing Division (CCLD)**

### **Commercial energy code improvements**

Adds additional targets to the adoption of new model commercial energy codes so the commercial energy code in effect in 2036 and thereafter achieves at least an 80% reduction in annual net energy consumption, using the ASHRAE 90.1-2004 as a baseline. This change also requires a report by Jan. 15 of the year following each new code adoption. (Article 1, Section 29 of SF3035; based on stand-alone bill HF772/SF1368 (Kraft/Port).)

### **Electric vehicle (EV) charging infrastructure**

DLI is directed that the building code shall require a minimum number of EV-ready spaces, EV-capable spaces and EV-charging stations within or adjacent to new commercial and multifamily structures that provide on-site parking, excluding residential structures with fewer than four units. (Article 1, Sections 24-27, 31.)

### **Safe housing for the elderly and vulnerable adults**

Adds assisted living facilities, including assisted living with dementia care facilities, to the list of state licensed facilities, giving DLI the authority to provide building and plumbing plan review and inspection services during the construction phase of these facilities. Effective Aug. 1, 2023. (Article 1, Section 28.)

### **Window cleaning safety**

Removes existing statutory window cleaning safety requirements and replaces them with a requirement the DLI commissioner adopt rules that require window cleaning safety features that comply with a nationally recognized standard using expedited rulemaking. Effective May 25, 2023. (Article 1, Section 30.)

### **CCLD fee reduction and reimbursement**

Reduces fees paid by individuals and businesses in the construction industry when they need to reinstate a license following a license revocation, suspension or voluntary termination. It also allows DLI to refund Contractor Recovery Fund fees when a residential building contractor or remodeler license is not approved. (Article 1, Sections 22 and 23.)

### **Solar installers licensed as residential building contractors**

Requires solar installers be licensed residential building contractors, resulting in solar installers paying into the Contractor Recovery Fund and giving consumers who hire licensed solar installers the ability to make claims to the fund. (Article 1, Section 32 of SF3035; based on stand-alone bill HF2164/SF2735 (Kraft/McEwen).)

### **Adult changing stations**

Requires the commissioner adopt rules that require adult-size changing facilities as part of the State Building Code using expedited rulemaking. Effective May 25, 2023. (Article 1, Sections 30 and 33 of SF3035; based on standalone bill HF981/SF999 (Hicks/Boldon).)

### **CCLD policy and technical changes**

Includes requiring certain refrigerants not to be prohibited by code, establishing certain elevator licensing exemptions, allowing a licensed master electrician to be qualified as a technology systems contractor, updating the Board of Electricity and Board of High Pressure Piping composition, exempting load control receivers from inspection for a limited amount of time, clarifying residential building contractor licensing exemptions with respect to house flippers, updating boiler inspection parameters to ensure inspections can continue as normal and providing new provisions for the establishment of micro-unit dwellings at sacred communities. (Article 11, Section 44-57 of SF3035. Based on stand-alone bills HF2213/SF2440 (Nelson M/Mohamed), HF1551/SF116 (Newton/Rarick) and HF2165/SF1939 (Kraft/Xiong).)

## **MNOSHA**

### **Ergonomics**

MNOSHA will receive an additional \$1.605 million in FYs 2024 and 2025 and \$2.683 million in FYs 2026 and 2027 from the Workers' Compensation Fund to address workplace ergonomic injuries through training, education, outreach and enforcement. Ergonomics program requirements will apply to warehouse distribution center employers with 100 or more employees, meatpacking and poultry processing sites with 100 or more employees, and health care facilities. One-time funding of \$2 million from the General Fund is also included for ergonomics safety grants to be awarded to qualifying employers for projects designed to reduce the risk of ergonomic injury to their employees. This program is estimated to result in \$12.6 million in workers' compensation cost savings to employers from reductions in workplace ergonomic injuries. Effective Jan. 1, 2024; the ergonomics safety grants are effective July 1, 2023. (Article 1, Section 21.)

### **Additional MNOSHA Compliance safety investigators**

MNOSHA Compliance will receive an additional \$745,000 in FY 2024 and \$787,000 each subsequent fiscal year from the Workers' Compensation Fund. This funding will support five additional MNOSHA Compliance safety investigators.

### **Warehouse worker safety**

MNOSHA Compliance will receive an additional \$115,000 in FY 2024 and \$91,000 from in each subsequent fiscal year from the Workers' Compensation Fund for costs related to warehouse worker safety. This law establishes workplace safety requirements that warehouse employers with 250 employees or more at one site (or at least 1,000 employees across one or more warehouse distribution centers in the state) must comply with and gives MNOSHA Compliance authority.

If a particular work site or employer is found to have an employee incidence rate at least 30% higher than that year's average for the National American Industry Classification System (NAICS) codes included in the bill, the DLI commissioner shall open an investigation of violations under this law. In addition, such employers must hold

safety committee meetings monthly until the incidence rate is not 30% above the average for the relevant NAICS code. Effective Aug. 1, 2023. (Article 9 of SF3035; based on stand-alone bill HF36/SF58 (Greenman/Murphy).)

### **Federal OSHA penalty conformity**

Penalties under Minn. Stat. 182.666 are increased to conform with federal OSHA penalty levels. Penalties for willful and repeat violations are increased to a maximum of \$156,259 for each violation, while penalties for serious violations, nonserious violations, failure to correct violations and posting violations are increased to a maximum of \$15,625 for each violation. Future increases are now tied to inflation, ensuring continued conformity to federal penalty levels and protecting the state-plan status of MNOSHA. (Article 1, Sections 15-20.)

### **MNOSHA policy and technical changes**

Includes making MNOSHA Compliance citations public, clarifying employee interviews conducted by MNOSHA Compliance are private and free from influence by employer representatives, updating language to clarify when a small employer needs to have a safety committee, providing MNOSHA with an expedited hearing process through which employers could be required to abate serious workplace hazards even when a citation is contested, and clarifying former MNOSHA employees are not subject to subpoena. (Article 11, Sections 39-43 of SF3035; based on stand-alone bill HF1522/SF1384, the OSHA policy and technical bill (Nelson M/McEwen).)

## **Apprenticeship Minnesota**

### **Separate Division of Apprenticeship**

The Division of Labor Standards and Apprenticeship is separated into separate divisions: the Division of Labor Standards; and the Division of Apprenticeship. (Article 1, Sections 3, 5, 7-9, 13-14.)

### **Clean economy apprenticeship grants**

Apprenticeship will receive an additional \$3 million in one-time funding from the Workforce Development Fund to grow apprenticeship opportunities for clean economy occupations. Training grants would go to training programs for purchase of new equipment and to fund training to upskill apprentices and incumbent workers in clean technologies.

### **Expanding equity in apprenticeship**

Apprenticeship will receive an additional \$1.034 million in FY 2024 and \$1.042 million each subsequent fiscal year from the Workforce Development Fund. Funds support an additional \$900,000 for Labor Education Advancement Program (LEAP) grants. The rest of the funding will support a grants coordinator. Policy language is updated to include Minnesota Tribal governments and nonprofits as eligible applicants. (Article 1, Section 10.)

## **Workforce development**

### **Youth skills training expansion**

Includes an increase of \$759,000 in FY 2024 and \$771,000 each subsequent fiscal year from the Workforce Development Fund to grow the Youth Skills Training Program. Of that, \$500,000 each year is for additional grant funding, with the rest supporting resources and staff members needed to administer the program.

## **Workers' Compensation Advisory Council (WCAC) bill [HF2988/Ch.51](#)**

**Article 1. Workers' compensation self-insurance** – amends Minn. Stat. chapter 79A to require a self-insurer to notify the commissioner of the Department of Commerce prior to or immediately upon filing a bankruptcy petition and/or when it has been declared to be bankrupt. The bill requires the commissioner of the Department of Commerce to call the self-insurer's security deposit if that self-insurer has not paid its workers' compensation benefits as required by Minn. Stat. chapter 176. If the self-insurer has failed to pay its workers' compensation benefits, as verified in consultation with DLI, the commissioner of the Department of Commerce may call the security deposit if they determine workers' compensation benefits would be delayed in any way.

**Article 2. System efficiencies** – amends Minn. Stat. chapter 176 to generate greater efficiencies in the workers' compensation system as follows.

- Section 1: Amends Minn. Stat. 176.081, sub. 1, to outline the dispute certification process at DLI and clarify when attorney fees are payable. Effective Aug. 1, 2023.
- Section 2: Amends Minn. Stat. 176.135, subd. 1, to clarify items customized to the injured worker are the property of the injured worker. Effective May 20, 2023.
- Section 3: Amends Minn. Stat. 176.135, sub. 1a, by adding response and request timelines for second opinions related to nonemergency surgery. Effective Aug. 1, 2023.
- Section 4: Amends Minn. Stat. 176.135, subd. 7, by creating a charge structure for copies of electronic medical records related to a workers' compensation claim. Effective Aug. 1, 2023.
- Section 5: Amends Minn. Stat. 176.155, subd. 1, to add a timeline by which a report produced by an employer's physician must be served and to describe when an examination by an employer's physician may be appropriate more than 120 days after an employee's claim petition has been filed. Effective Aug. 1, 2023.
- Sections 6 and 7: Amends Minn. Stat. 176.239, subd. 6 and 7, to clarify what information and exhibits are considered during an administrative conference on benefit discontinuance. Effective Aug. 1, 2023.
- Section 8: Amends Minn. Stat. 176.291, by clarifying the information required on a claim petition filing and the timing for when a party asks an employee to furnish a list of providers or an authorization to release information relevant to a claim for benefits. Effective Aug. 1, 2023.
- Section 9: Amends Minn. Stat. 176.305, subd. 4, to allow a judge to dismiss a claim petition that has been stricken from the calendar for 180 days or more. Effective Aug. 1, 2023.
- Section 10: Amends Minn. Stat. 176.331, to allow for a pretrial conference when an answer to a claim petition has not been timely filed. Effective Aug. 1, 2023.

**Article 3. Permanent partial disability schedule** – amends the permanent partial disability (PPD) schedule in Minn. Stat. 176.101, subd. 2a, with a weighted increase to the listed PPD amounts. The amendment also requires WCAC to consider whether the PPD schedule represents adequate compensation for permanent impairment during the 2026 legislation session and every even year thereafter. Effective for injuries occurring on or after Oct. 1, 2023.

**Article 4. Hospital outpatient fee schedule** – amends Minn. Stat. 176.1364, subd. 3, to provide for reductions over a period of three years, from 2023 through 2025, to the hospital outpatient fee schedule (HOFS) conversion factors used to determine payments under HOFS. Section 2 repeals subdivision 6 of Minn. Stat. 176.1364, which



describes the criteria that must be met for the reductions in subd. 3 to occur. Effective for services on or after Oct. 1, 2023.

**Article 5. Post-traumatic stress disorder study** -- requires the DLI commissioner to conduct a study to identify systemic or regulatory changes to improve the experience and outcomes of employees with work-related post-traumatic stress disorder. Includes a \$500,000 appropriation from the workers' compensation fund for the commissioner to contract with a third party to complete part or all of the study and hire additional staff members to support the study. Effective May 20, 2023.

**Article 6. Housekeeping** -- sections 1 and 2 amend Minn. Stat. 176.011 with technical updates to two definitions. Section 3 amends Minn. Stat. 176.102, subd. 3, to give the Rehabilitation Review Panel oversight of appeals regarding approval of qualified rehabilitation consultant firms. Sections 4 and 5 amend Minn. Stat. 176.111, subd. 16, and add a new subd. 23, regarding required notice of cessation of dependency benefits. Section 6 amends Minn. Stat. 176.1362, subd. 1, to clarify payment of inpatient hospital charges. Section 7 repeals Minn. Stat. 176.223, related to the prompt first action report from DLI. Sections 2, 3 and 6 are effective May 20, 2023; sections 4 and 5 are effective Aug. 1, 2023.

## **Peace Officer Duty Disability bill [HF1234/Ch.48](#)**

This bill requires treatment of a psychological condition before a peace officer may apply for duty disability benefits from the Minnesota State Retirement System. It contains a measure to clarify the contents of the bill do not impact an employee's workers' compensation claim, except that psychological treatment received under this act is not compensable under chapter 176.

## **Paid Family and Medical Leave bill [HF2/Ch.59](#)**

Labor Standards will receive an additional \$601,000 in FY 2024 and \$374,000 in FY 2025 from the General Fund, and \$366,000 in FY 2026 from the Family and Medical Benefit Insurance Account. This bill establishes a state administered paid employment leave benefit for Minnesota workers to access for family, pregnancy, bonding and serious medical conditions. The benefit is to be administered by the Department of Employment and Economic Development with enforcement of the employment protections identified in the bill conducted by the Department of Labor and Industry. Contributions to fund such a benefit will be assessed through payroll deductions collected by DEED and then disbursed to eligible applicants by DEED. DLI will investigate allegations of employer retaliation or interference with the exercise of rights established in the bill, including the right to continued insurance and reinstatement after leave. DLI will also ensure employer compliance with the limitations on how much of the annual premiums may be deducted from employee wages. Beginning Jan. 1, 2026, DEED may enter into interagency agreements to transfer funds to DLI for enforcement. Beginning in FY 2026, DEED may enter into interagency agreements to transfer funds to DLI for the purpose of outreach, education and technical assistance for employees and employers. Enforcement is effective Jan. 1, 2026.

## **Skilled and Trained Workforce at Oil Refineries bill [SF10/Ch.30](#)**

Requires an owner or operator of a petroleum refinery to use a skilled and trained workforce at the petroleum refinery when contracting with contractors for certain work at the petroleum refinery. Defines a skilled and trained workforce and requires that an owner's contracted workforce meet that definition according to the following schedule:

- 30% by Jan. 1, 2024;
- 45% by Jan. 1, 2025; and
- 60% by Jan. 1, 2026.

Labor Standards will enforce the requirements under the bill, which goes into effect Jan. 1, 2024.

## **Omnibus Higher Education bill [HF2073/Ch.41](#)**

### **Transportation and childcare added as dual-training pipeline industries**

DLI will receive \$132,000 in FY 2024 and each subsequent fiscal year from the Dual Training Competency Grants Account as a transfer from the Office of Higher Education. This funding will support the development of dual-training programs in the transportation and childcare industries. (Article 2, Section 28.)

## **Cannabis Finance and Policy bill [HF100/Ch.63](#)**

DLI will receive \$116,000 in FY 2024 and \$123,000 each subsequent fiscal year from the General Fund for the development of new dual-training programs in the legal cannabis industry. The law amends the drug and alcohol testing in the workplace statutes under Minn. Stat. chapter 181, which DLI does not have enforcement authority over. (Article 6, Section 25.)

## **Omnibus Tax bill [HF1938/Ch. 64](#)**

### **Prohibition of payment of sexual harassment settlement as severance or wages**

Payment of sexual harassment settlements as severance or wages is prohibited. No enforcement authority for DLI. Effective May 25, 2023.

## **Omnibus Health and Human Services bill [SF2995/Ch.70](#)**

### **Great start compensation support**

Employers that receive a payment under this law must maintain records as required under Minn. Stat. section 181.032, paragraphs (d) to (f), and other records required under Minn. Stat. section 177.30. Records must be retained at the site for six years after receipt of payment. (Article 13, Section 20.)

## **Early childhood registered apprenticeship grant program**

The commissioner of the Department of Human Services shall, in coordination with the DLI commissioner, establish a registered apprenticeship grant program to provide employment-based training and mentoring opportunities for early childhood workers participating in a registered apprenticeship program. (Article 13, Section 19.)

## **Federally qualified health center apprenticeship grants program**

The Minnesota Department of Health will administer a registered apprenticeship grant program for registered apprenticeship programs operating in federally qualified health centers operating in Minnesota. The program does not require any formal partnership with DLI. (Article 5, Section 11.)

## **Lead Drinking Water Service Line Replacement Grant Program bill [HF24/Ch. 39](#)**

This law creates a grant program for replacing lead service lines. The program requires applicants for funding submit a workforce plan showing how they will maximize the use of registered apprentices. It also requires prevailing wages be paid to laborers and mechanics performing work on projects funded under a grant.

## **Omnibus Environment, Natural Resources, Climate and Energy bill [HF2310/Ch.60](#)**

### **Prevailing wage required on projects from the Environment and Natural Resources Trust Fund**

Effective July 1, 2025. (Article 2, Section 11.)

### **Prevailing wage required on projects funded by the Renewable Development Account**

Effective May 25, 2023. (Article 12, Section 5.)

### **Prevailing wage required on air ventilation pilot program grant**

Prevailing wage is required, as is se of a skilled and trained workforce in which 80% of construction workers are either registered in or graduates of a registered apprenticeship program. (Article 12, Sections 7 and 8.)

### **Prevailing wage required on community solar garden projects of at least one megawatt**

Effective May 25, 2023. (Article 12, Section 14.)

## **Certain solar energy generating systems only meet program requirements if prevailing wage is paid**

Prevailing wage is required. The employer constructing the project is required to have a registered apprenticeship program. Effective May 25, 2023. (Article 12, Section 16.)

## **Applicants for grants from Electric School Bus Program must attest to willingness and ability to pay prevailing wage**

(Article 12, Section 35.)

## **Prevailing wage required on projects funded by the Solar Grant Program for Public Buildings**

Effective May 25, 2023. (Article 12, Section 37.)

## **Prevailing wage required on Residential Electrical Panel Upgrade Grant Program**

Prevailing wage and the use of licensed contractors is required. Effective May 25, 2023. (Article 12, Section 45.)

## **Omnibus Transportation bill [HF2887/Ch.68](#)**

### **Prevailing wage required on electric vehicle infrastructure program**

Effective Aug. 1, 2023. (Article 4, Section 69.)

## **Bonding bill [HF670/Ch.71](#)**

### **Prevailing wage required on all projects funded by this bonding bill**

Effective the day following final enactment. (Article 1, Section 1.)

## **100% Clean Energy bill [HF7/Ch.7](#)**

### **Prevailing wage required as a condition of permit issuance for electric generation facilities subject to PUC permitting**

Effective Feb. 8, 2023. (Section 27.)

## **Secure Choice Retirement Act [HF782/Ch.46](#)**

This act establishes the Minnesota Secure Choice Retirement Program and an associated board of directors. The board of directors is authorized to enter into interagency agreements with DLI or any other agency to provide outreach, technical assistance or compliance services. Effective May 20, 2023.

## **Nurse and Patient Safety Act [SF1384/Ch.75](#)**

This act does not contain any policy impacting DLI. It contains a contingent appropriation to DLI of \$72,000 in FY 2025 from the General Fund in the event a bill is enacted containing provisions substantially similar to SF1561, article 2, sections 6 and 9. The bill referenced is the Keeping Nurses at the Bedside Act and the sections listed are the retaliation protections DLI would enforce.