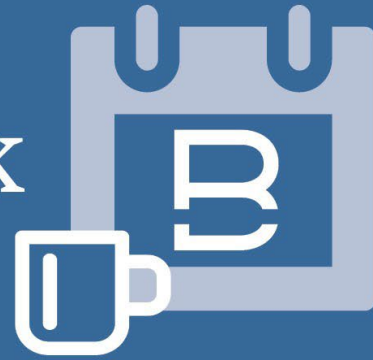


The Work Week

Bassford Remele Employment Practice Group



August 12, 2024

Welcome to another edition of *The Work Week with Bassford Remele*. Each Monday morning, we will publish and send a new article to your inbox to hopefully assist you in jumpstarting your work week.

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Additional Minnesota Legislative Updates

[Michael J. Pfau](#)

For weeks we have been covering the whirlwind of legislative updates in the latest session that recently took effect, including [Posting Salary Ranges](#), [Amendments to the Minnesota Human Rights Act](#), [Pregnancy and Parental Leave](#), and more. Here is a recap of some of the lesser-known changes employers should be aware of.

Enhanced Protections for Prospective Jurors

Starting July 1, 2024, employers must release employees from their regular work schedules, including shift work, to allow them to attend court for jury service. Employers are prohibited from requiring employees to work alternative shifts on days they are required to report for jury duty. However, employees may voluntarily request to work a different schedule on such days, provided the employer does not encourage or suggest this request.

Updated Record-Keeping Requirements

As of August 1, 2024, employers must retain employee earnings statements for each pay period for every employee in accordance with existing record-keeping requirements.

Minimum Pay Standards for Rideshare Drivers

Beginning December 1, 2024, rideshare drivers are entitled to a minimum payment of \$1.28 per mile and \$0.31 per minute, excluding tips, with a minimum of \$5.00 for any individual ride. Additionally, rides in wheelchair-accessible vehicles will incur an extra charge of \$0.91 per mile. If a ride is canceled by the

passenger or company after the driver has started traveling to pick up the passenger, the passenger must pay 80 percent of the cancellation fee.

Revised Definition of “Employer” for Personnel Records

Effective July 1, 2024, the term “employer” is defined as any individual or entity with one or more employees. This is a change from the previous definition, which required employers to have twenty or more employees.

At [Bassford Remele](#), our employment law team is dedicated to keeping you informed about the latest legislative changes that impact your business. We proactively track and analyze newly passed laws and regulations, ensuring you stay ahead of compliance requirements. Please feel free to reach out to our team with any questions.

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