

2024 Employment-Related Legislation Summary Effective Dates	
Effective May 25, 2024	
ESST Amendments (Minn. Stat. § 177.27, <i>et seq.</i>)	Minnesota Paid Leave Law Amendments (Minn. Stat. § 268B, <i>et seq.</i>) *The amendments do not change the date that employers are required to provide paid leave which remains January 1, 2026.
Effective July 1, 2024	
Non-Solicitation in Service Contracts (Minn. Stat. § 181.9881)	Worker Classification (Minn. Stat. §§ 181.722 and 181.723)
Effective August 1, 2024	
Credit Card Tips (Minn. Stat. § 177.24)	Oral Fluid Testing (under DATWA) (Minn. Stat. §§ 181.950 and 181.953)
Pregnancy Leave and Pregnancy Accommodation Amendments (Minn. Stat. §§ 181.939, 181.941 and 181.943)	OSHA Amendments (Minn. Stat. §§ 182.6526, 182.664, 182.665, and 182.667)
Personnel Records (Minn. Stat. § 181.960, <i>et seq.</i>)	Child Labor Law Amendments (Minn. Stat. §§ 181A.08 and 181A.12)
Effective October 1, 2024	
Captive Audience Meeting Mandatory Signage (Minn. Stat. § 181.531)	
Effective January 1, 2025	
Pay Transparency - Salary Range in Job Posting (Minn. Stat. § 181.173)	Minimum Wage Regardless of Employer Size (Minn. Stat. § 177.24)
Surgical Smoke Evacuation Systems (Minn. Stat. § 182.678)	

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