

# Regulatory Register

Keeping you informed of changes in government regulations



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Minnesota Grocers Association



## **New Laws – Effective January 1, 2025**

There are a number of laws going into effect on January 1, 2025, that will have ramifications for Minnesota employers. The following is a summary of some of the new laws that Minnesota employers should keep in mind as the new year approaches.

If you have questions regarding new laws and regulations, be sure to contact the MGA Government Relations Team. We will continue to provide you information as it becomes available. If you have additional questions [Steve Barthel](#) is available at any time to help you navigate these changes.

## **Prohibition of Select Products Containing PFAS – Effective January 1, 2025**

Starting on Jan. 1, 2025, the first prohibitions of products containing intentionally added per- and polyfluoroalkyl substances (PFAS) under Amara's Law will take effect in Minnesota.

Intentionally added PFAS will be prohibited in products that fall under 11 categories:

- carpets or rugs
- cleaning products
- cookware
- cosmetics
- dental floss
- fabric treatments
- juvenile products
- menstruation products
- textile furnishings
- ski wax
- upholstered furniture

Additional information and examples can be found on the MPCA's [2025 PFAS](#) page.

Manufacturers are responsible for maintaining awareness of regulations potentially applicable to their products, so the Minnesota Pollution Control Agency (MPCA) will not directly notify manufacturers that their products may be prohibited.

The MPCA has recommended that retailers show "due-diligence" by proactively reaching out to their suppliers to make sure they are aware of the new PFAS restrictions. The MPCA also recommends that retailers maintain records of these communications. Enforcement regarding violations of Amara's Law will be handled on a case-by-case basis, but can include penalties of up to \$15,000.

Minnesota is implementing additional [PFAS use prohibitions and reporting requirements](#), which will take effect in stages between now and January 1, 2032, when sales of products containing intentionally added PFAS will be completely prohibited in Minnesota. More details will be available later in 2025.

## **Salary Disclosure in Job Postings – Effective January 1, 2025**

Beginning January 1, 2025, any job posting must list a "starting salary range" or, if the employer does not plan to offer a range, a "fixed pay rate" applicable to the job opening. "Salary range" means the minimum and maximum annual salary or hourly range of compensation. The range may not be open-ended. In addition, the job postings must include a general description of all benefits and other compensation, including any health or retirement benefits.

The new pay transparency requirement applies to employers that employ 30 or more employees at one or more sites in Minnesota. The law also applies to job postings made in recruiting efforts by third parties on behalf of covered employers. The Department of Labor and Industry or the Minnesota Attorney General may enforce violations of this law.

The law does not stipulate how an employer develops the salary range, just that employer make a “good faith estimate” when the job opportunity at the time of posting.

### **Compliance Requirements**

- It is recommended that companies develop an internal process for determining what a salary range would be for a specific region/store. This would provide you backing, and if you were ever to come under scrutiny, you’d be able to produce records of your “good faith effort”.
- Begin reviewing your job ads to ensure they include the necessary information, like salary ranges and benefits, in order to be compliant by 2025.
- Reminder: Ensure your hiring teams are aware of the 2024 law that prohibits asking applicants about previous wages. Confirm that your employment applications are not requesting previous salary information.

### **Price Transparency – “Junk Fees” Prohibition – Effective January 1, 2025**

On January 1, 2025, Minnesota’s Deceptive Trade Practices will contain new provisions that make it illegal for someone to advertise, display, or offer a price for goods or services that does not include all mandatory fees or surcharges.

Mandatory fees and surcharges that must be included in the total price advertised, displayed, or offered include any fee or surcharge that: (1) must be paid in order to purchase the good or service; (2) is not reasonably avoidable by the consumer; and (3) a reasonable person would expect to be included in the purchase of the goods or services being advertised. Taxes imposed by a government entity on the sale, use, purchase, receipt, or delivery of the goods or services are not “mandatory fees” under the new law, and thus, do not need to be included in the total price.

You can find more information and FAQ’s [HERE](#).

### **Minimum Wage Increases – Effective January 1, 2025**

Starting next year, the state’s minimum wage rates for all employers will increase by 2.6% to \$11.13 an hour. During the 2024 legislative session, Minnesota’s minimum wage law was revised to eliminate the reduced minimum wages for small employers, youth workers, and J-1 visa workers. These minimum wage changes are also effective January 1, 2025. State law still allows for a 90-day training wage for workers under age 20, which will increase to \$9.08 in 2025.

Minnesota law requires employers to display state-mandated posters in a location where employees can easily see them. Employers are also required to provide each employee with a written notice of any change before the change takes effect, including a change to the employee’s rate of pay.

### **ESST Application to Other Paid Time Off – Effective January 1, 2025**

Beginning January 1, 2025, if an employer provides employees with paid time off (PTO) or other paid leave that is more than the amount required under the ESST law for absences due to personal illness or injury, the additional PTO must meet the same requirements as the ESST hours, other than the ESST accrual requirements. For example, if an employee receives 50 hours of PTO in addition to the minimum requirement of 48 ESST hours per year, the employer must follow the ESST requirements about notice, documentation, anti-retaliation, replacement workers and more for the PTO hours in addition to the ESST hours.

[Steve Barthel](#), Government and Community Relations Manager and [Patrick Garofalo](#), President are here to assist. Do not hesitate to contact us with any questions or concerns.

**DISCLAIMER:** This information is provided by MGA as a service to its members. This information does not constitute legal advice. As legal advice must be tailored to the specific circumstances of each case and laws and regulations are frequently changing, nothing provided herein should be used as a substitute for the advice of counsel in the relevant jurisdiction.