

We did it!



PAID FAMILY & MEDICAL LEAVE

OVERVIEW

Beginning January 1, 2026, **Minnesotans can take time from work when they need to care for themselves and their families.**

Minnesotans can access up to 12 weeks per year of job-protected family or medical leave with partial wage replacement, or up to 20 weeks when both types of leave are needed in a calendar year.

DEFINING FAMILY

Our new Paid Family and Medical policy has a broad definition of family. It includes, **“an individual who has a relationship with the applicant that creates an expectation and reliance that the applicant care for the individual.”**

DETAILS

- **Medical leave** allows individuals to manage their own health conditions. If an individual has to take more than 7 days from work for a serious medical condition, they can use paid medical leave.
- **Family leave** allows individuals to care for family members with significant health issues. Family leave can also be used to bond with new children, manage personal safety, and support families facing military leave.

THE BENEFIT

Minnesota's new Paid Family and Medical Leave policy **provides progressive wage replacement for workers of 55%-90% of an employee's salary, and protects job and healthcare benefits.**



We did it!



BANNING CAPTIVE AUDIENCE MEETINGS

OVERVIEW

Employers are no longer allowed to mandate that employees attend meetings regarding religious and political issues, including anti-union informational meetings. These mandatory meetings are often called "**Captive Audience Meetings**".

DETAILS

While employers can still hold these meetings, Governor Tim Walz signed legislation into law that makes it illegal to force employees to attend such meetings or discipline their employees for not attending. **The law takes effect Aug 1st, 2023.**

EMPLOYEE RIGHTS

An aggrieved worker may bring a civil action for violations within 90 days and be awarded injunctive relief, back pay, reinstatement, reestablishment of benefits and seniority, and reasonable attorney fee

WHY IT MATTERS

Employers shouldn't force workers to sit through meetings that push certain religious, political, anti-labor, or civic views that don't relate to their job duties.





PENSIONS FOR WORKERS

WORKERS DESERVE TO BE REWARDED FOR THEIR DEDICATION TO PUBLIC SERVICE

PERA

Public Employee Retirement Association

Reduces the number of years of service required for full vesting from 5 years to 3 years for all members of the PERA General Plan.

St. Paul Teachers Retirement Fund Association

Starting 7/1/25, the employee contribution rate increases by 1% of pay, meaning that coordinated members will contribute 8.75% of pay, an increase from 7.75%.

A member who retires at or after the age of 62 and has at least 30 years of service will receive an unreduced retirement annuity (effective 7/1/23).

ST. PAUL TEACHERS

MSRS

Minnesota State Retirement System Changes

Reduces the employee contributions to the MSRS General Plan and Unclassified Plan from 6% of pay to 5.5% of pay for two years, from 7/1/23 to 7/30/25.

In addition, reduces the number of years of service required for full vesting from 5 years to 3 years for members of the MSRS General Plan employed on or after 7/1/23.

- A historic **\$496 million investment** into our pensions to ensure long-term sustainability.

- **Lowers contribution rates** for some plan members.

- **Reduces vesting periods**

MORE DETAILS





RESTORE THE VOTE

OVERVIEW

Effective 6/1/23, people convicted of a felony who are not currently incarcerated can register to restore their right to vote.

Young adults from ages 16 and 17 years old may now pre-register to vote.

Scan below or visit <https://mnvotes.sos.mn.gov/VoterRegistration/index>

WHO'S INCLUDED

MORE DETAILS

Nationally, there are more than 4.6 million people deprived of their right to vote due to a felony conviction. This has gone down 24% since 2016 as more states have implemented similar policies around justice-impacted rights.

Join 55,000 Justice-impacted Minnesotans who are now able to register to vote!



REGISTER HERE



PUBLIC SECTOR UNION RIGHTS

OVERVIEW

Through the Jobs and Labor bill, **we strengthened labor rights for Public Sector Workers.**

YOUR UNION

- Union reps now have 30 minutes with new bargaining unit members within 30 days of hire, paid for by the employer.
- Automatic union recognition when a majority of workers sign authorization cards.

EMPLOYER RESPONSIBILITIES

- Employers are financially liable for any dues not deducted within 30 days.
- Staffing ratios as mandatory subject of negotiations for public employees (effective 8/1/23).

EMPLOYER RESPONSIBILITIES

- Public Employers must also provide usable bargaining unit data to the union.
- Guaranteed union access to their public sector bargaining units.





DRIVERS LICENSES FOR ALL

OVERVIEW

On Oct. 1, 2023, **81,000 Minnesotans will be eligible for drivers licenses without conditions of immigration status.**

- Eliminates need to show proof of legal presence in the U.S. to get a Class D driver's license, instruction permit, or standard ID.
- Licenses not look different from standard license.
- Authorities must obtain a warrant to access your information.

WHY IT MATTERS

MORE DETAILS

You can bring an interpreter to the written exam, but not the road test.

The permit manual is translated in Spanish, Somali, and Hmong.

Online appointments are available at drive.mn.gov after September 2nd, 2023.

APPOINTMENTS



WORKPLACE SAFETY

OIL REFININERY

Oil Refinery Safety.

All third-party contractor employees working at oil refineries must be graduates or apprentices in a registered apprenticeship program.

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

Meat & Poultry Processing

- Processing workers may refuse to work in unsafe conditions and will be paid for that time.
- Prohibits retaliation against employee whistleblowers.
- Employers must provide written information & notifications about employee rights.

MEAT & POULTRY

RAILROADS

Railroad Safety.

- Railroads must disclose shipped materials.
- Railroads must disclose derailed tanker contents to responders within 15 minutes of an incident.
- First responders to be included in hazmat training exercises.
- Increase the number of railroad inspectors.

Warehouse Safety

- Employers must provide written notice of any quota placed on employees.
- Workers entitled to access their work speed data.
- Banned quotas are that interfere with required meal, rest, and restroom breaks, prayer periods, and other occupational safety standards.

WAREHOUSE





BANNED NON-COMPETE CLAUSES

OVERVIEW

Non-compete clauses are banned in Minnesota for all new contracts starting July 1, 2023 and beyond.

DETAILS

Prohibits any agreement that restricts the employee from:

- Working for another employer for a set amount of time.
- Working in a specified geographical area.
- Working for another employer in a similar capacity.

WHY IT MATTERS

Non-compete clauses were growing in Minnesota.

Workers have the freedom to seek better job opportunities.

BACKGROUND

Minnesota now joins California, North Dakota, and Oklahoma as states that have banned non-compete clauses.





ABORTION & REPRODUCTIVE RIGHTS

OVERVIEW

The Protect Reproductive Options (PRO) Act codifies Minnesotans' rights to a safe abortion.

Minnesota is now a "reproductive health refuge state," providing legal protection for anyone who seeks an abortion from outside of the state.

WHY IT MATTERS

BARRIERS REPEALED

New laws remove unnecessary restrictions on abortion providers, along with removing barriers like forced readings of anti-abortion literature.

These legal protections also extend to anyone who provides abortion care and to those who help or assist someone else in seeking an abortion in Minnesota.

WHO IS PROTECTED





UNEMPLOYMENT: HOURLY SCHOOL WORKERS

OVERVIEW

As part of the Education Bill, hourly school district workers may now apply for unemployment benefits (UI).

This applies to workers in both K-12 schools and at higher education institutions. Applicants are subject to the same rules as all other workers and must seek and accept offers of "suitable employment" while receiving UI.

WHO BENEFITS

ALREADY IN EFFECT

The new law has already taken effect: if you are an hourly school district employee, you may apply for UI today.

Scan the QR code to get started.



APPLY NOW



HOUSING INVESTMENTS

OVERVIEW

More than \$1 billion for housing assistance, including new and existing programs to help both metro and Greater Minnesota cities address locally identified housing needs.

- Rent assistance for families 50% or less of median income & spending more than 30% on rent.
- \$50 million in emergency rental assistance for Minnesota families.

RENTAL ASSISTANCE

FOR HOMEOWNERS

- First-Generation Homebuyers Down Payment Assistance.
- Affordable housing preservation grants.

0.25% metro sales tax for rent assistance as well as affordable housing development & preservation.

DETAILS



INFRASTRUCTURE INVESTMENTS

OVERVIEW

- Investing **\$2.6 billion** in local jobs and infrastructure projects in every corner of the state
- Preventing wage theft through disclosure requirements, stronger remedies and enforcement for construction workers
- Expanding prevailing wage requirements and enforcement for construction workers on state-funded, economic development and construction projects
- Fully-funded state matches to maximize federal transportation, water, energy and broadband infrastructure investments

PRESERVING MN

- More than **\$317 million** for upgrades to college buildings in the University of Minnesota and Minnesota State systems
- **\$179 million** for Minnesota State facilities, with \$20-23 million amounts proposed for projects at many of Minnesota State College and Universities
- **\$403 million** for transportation infrastructure, including local roads and bridges

UNION JOBS

- More than **\$501 million** for water infrastructure projects
- **\$72 million** for bus rapid transit
- **\$247 million** for the Department of Natural Resources to use on things like parks, trails, boat docks and building upgrades

OUTCOMES

“This infrastructure bill is about making life safer and easier for Minnesotans and delivering on the most basic things that government should provide - reliable roads, clean drinking water, and sound infrastructure to support safe, healthy communities,”
- Governor Walz.