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Minnesota Employment Laws

2026–2027 Edition

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by

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A Compendium of
Minnesota Statutes Relating
to Employment, Wages and
Benefits, Discrimination,
Termination, Workplace
Safety, etc.

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INTRODUCTION TO THE 2026–2027 EDITION

This year's edition of Minnesota Employment Laws, Volumes 17A and 17B of the Minnesota Practice Series, includes updates through the 2026 Regular Session of the 94th Minnesota Legislature. Divided government led to very little employment legislation during the 2026 session, including no significant changes to the Minnesota Paid Leave or Earned Sick and Safe Time laws. One bill of note, however, amended the Minnesota Human Rights Act to provide that a failure to engage in the interactive process when an employee seeks a disability accommodation may be an unfair discriminatory practice—codifying in the MHRA what is already required of employers covered under the federal Americans with Disabilities Act (ADA). Other amendments include various changes to the Secure Choice Retirement Program Act and to the Workers' Compensation Act, including giving employers more time to investigate a workers' compensation claim before filing a denial for injuries occurring on or after October 1, 2026.

PREFACE

This publication is useful as an independent research tool. The format allows for access to state laws in several ways. First, all statutes are arranged in ascending numerical order, allowing each statute to be accessed directly by its numerical reference. Second, a Popular Name Acts Table is included, allowing access to statutory provisions by their generally recognized titles. Third, an index has been included to provide access to the statutes through their subject matter. Last, we have deleted repealed and renumbered references if more than five years old. Therefore, this publication should not be relied upon for history beyond five years.

The Publisher

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