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.