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Minnesota House of Representatives

Melissa Hortman, Speaker

FOR IMMEDIATE RELEASE

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Contact Mike Cook
mike.cook@house.mn.gov

New Laws Effective Jan. 1, 2025

The following are select new laws passed during the 2023 and 2024 legislative sessions that take effect Jan. 1, 2025. The asterisk following the bill number denotes language that became law. Summaries of all laws passed by the 2024 Legislature are available online from nonpartisan House Public Information Services at www.house.mn.gov/newlaws/#/search/2024.

CONSUMERS

Added protection for online ticket buyers

Ticket buyers will have additional consumer protections when buying concert and other event tickets online under provisions in the “The Ticketing Fairness Act.”

Effective Jan. 1, 2025, restrictions will be put in place on how online ticket sellers, bulk ticket buyers and resellers operate, including:

- requiring “all-in pricing” to ensure ticket buyers know the total cost of a ticket up front;
- ensuring purchasers receive proof of purchase and refund policy details within 24 hours;
- banning deceptive advertising and speculative pricing; and
- requiring an online ticket marketplace to disclose on its website it is a ticket reseller.

If a reseller uses a “bot” or other technology to buy more tickets than allowed, the law gives the Department of Commerce power to demand the reseller disclose how it was able to accomplish the deception. That information could then be shared with the attorney general’s office for possible prosecution.

Rep. Kelly Moller (DFL-Shoreview) and Sen. Matt Klein (DFL-Mendota Heights) are the sponsors.

HF1989*/SF2003/CH94

Advertised prices to include all mandatory fees or surcharges

When the calendar turns to 2025, a person or business will be prohibited from advertising, displaying, or offering a price for goods or services that does not include all mandatory fees or surcharges.

This includes, but is not limited to, a fee or surcharge that must be paid to purchase the goods or services being advertised, is not reasonably avoidable by the consumer, or a reasonable person would expect to be included in the purchase of the goods or services being advertised. Government-imposed taxes, such as sales taxes, are not subject to the mandated disclosure requirements.

Per the law, “A delivery platform is compliant ... if the platform satisfies all of the following requirements: (1) at the point when a consumer views and selects either a vendor or items for purchase, a delivery platform must display in a clear and conspicuous manner that and additional flat fee or percentage is charged. The disclosure must include the additional fee or percentage amount; and (2) after a consumer selects items for purchase, but prior to checkout, a delivery platform must display a subtotal page that itemizes the price of the menu items and the additional fee that is included in the total cost.”

Exemptions to the law include fees authorized by law related to the purchase or lease of a motor vehicle that are charged by a motor vehicle dealer, fees added by a business or the business’ affiliate where either the business or the affiliate is regulated by the Minnesota Public Utilities Commission, or any fees, surcharges, or other costs associated with real estate settlement services, except for real estate broker commissions and fees.

Rep. Emma Greenman (DFL-Mpls) and Sen. Lindsey Port (DFL-Burnsville) sponsor the law that mostly takes effect Jan. 1, 2025. Provisions affecting industries where the prices are regulated by the Metropolitan Airports Commission take effect June 1, 2025.

HF3438*/SF3537/CH111

ELECTIONS

College campus voting locale, candidate residency proof

Effective Jan. 1, 2025, a law will require designation of an additional polling place for the state general election, or off-year city general election, for at least one day on the campus of a post-secondary institution that provides on-campus housing for at least 100 students, if requested by the institution or the student government organization. The location can be within one-half mile of the campus provided it is “reasonably accessible” to students.

The secretary of state’s office will reimburse local election officials for operational costs.

Also in the 2024 election law there is a requirement taking effect Jan. 1, 2025, that a candidate, when filing an affidavit of candidacy, must present to the filing officer a valid driver’s license or state identification card containing their current address or documentation of proof of residence authorized for Election Day registration.

Rep. Mike Freiberg (DFL-Golden Valley) and Sen. Jim Carlson (DFL-Eagan) sponsor the law.

HF4772*/SF4729/CH112

EMPLOYMENT

Salary ranges required in job postings

Effective Jan. 1, 2025, “a person or entity that employs 30 or more employees at one or more sites in Minnesota” must disclose in each job posting the starting salary range or fixed pay rate and a general description of all benefits and other compensation. A salary range cannot be open ended.

The provision is in the 2024 labor and industry policy law sponsored by Rep. Michael Nelson (DFL-Brooklyn Park) and Sen. Jennifer McEwen (DFL-Duluth).

Also in the law and taking effect with the start of the new year is a requirement for health care employers to adopt and implement policies to prevent exposure to surgical smoke by requiring the use of a smoke evacuation system during any surgical procedure that is likely to generate surgical smoke.

And the law moves the definition of large and small employers from inclusion in the minimum wage statute to the general definitions section contained in the Minnesota Fair Labor Standards Act. It also modifies several minimum wage provisions by removing the distinctions between large and small employers, for hotels and resorts with summer work travel exchange employees, and minor employees of large employers.

HF3947/SF3852*/CH110

HEALTH AND HUMAN SERVICES

Abortion and abortion-related coverage

Effective Jan. 1, 2025, and applicable to health plans offered, sold, issued, or renewed on or after that date, a health plan must provide coverage for abortions and abortion-related services, including preabortion and follow-up services.

Health plans cannot impose co-pays, coinsurance, deductibles or other enrollee cost-sharing greater than cost-sharing they apply to similar services. Nor can a health plan impose any limitations on the coverage, “including but not limited to any utilization review, prior authorization, referral requirements, restrictions, or delays, that is not generally applicable to other coverages under the plan.”

Per the law, it “does not apply to managed care organizations or county-based purchasing plans when the plan provides coverage to public health care program enrollees under [MinnesotaCare or Medical Assistance statutes].”

An eligible organization or an exempt organization is permitted to not cover some or all benefits for abortions and abortion-related services due to religious objections. Health plan companies must cover abortions and abortion-related services for enrollees of eligible organizations with separate payments for those services.

The provision is in the law passed in the waning hours of the 2024 session that included provisions covering health and human services, taxes, transportation, labor, housing, higher education, agriculture, and climate and energy. Rep. Aisha Gomez (DFL-Mpls) and Sen. Ann Rest (DFL-New Hope) are the sponsors.

HF5247*/SF5234/CH127

Coverage of wigs, amino acid-based formula

An existing private sector health insurance mandate that requires coverage of scalp hair prostheses, often called wigs, in cases of hair loss due to alopecia areata will expand to require coverage in cases of hair loss suffered because of a health condition, or for the treatment of cancer, unless there is a clinical basis for the limitation. Coverage of all equipment and accessories necessary for regular use of scalp hair prostheses will be required.

This takes effect Jan. 1, 2025, and applies to policies, plans, certificates, and contracts offered, issued, or renewed on or after that date.

Also in the law, a health plan company must provide coverage for amino acid-based elemental formula when it is medically necessary; private sector health coverage must cover orthotic and prosthetic devices, supplies, and services; Medical Assistance must cover these items and services to meet many of the requirements that apply to private sector coverage; and intermittent urinary catheters and insertion supplies must be covered by a health plan if intermittent catheterization is recommended by the enrollee's health care provider.

The provision is in the law passed in the waning hours of the 2024 session that included provisions covering health and human services, taxes, transportation, labor, housing, higher education, agriculture, and climate and energy. Rep. Aisha Gomez (DFL-Mpls) and Sen. Ann Rest (DFL-New Hope) are the sponsors.

HF5247*/SF5234/CH127

Gender-affirming care coverage

A health plan that covers physical or mental health services must cover medically necessary gender-affirming care or require treatment of medically necessary care that is defined in the law as “health care services appropriate in terms of type, frequency, level, setting, and duration to the enrollee’s diagnosis or condition and diagnostic testing and preventative services. Medically necessary care must be consistent with generally accepted practice parameters as determined by health care providers in the same or similar general specialty as typically manages the condition, procedure, or treatment at issue and must: (1) help restore or maintain the enrollee’s health; or (2) prevent deterioration of the enrollee’s condition.”

A nonprofit or a closely held for-profit religious organization will be exempt from covering gender-affirming care based on religious objections. If the exempt organization provides partial coverage, it must specify services not covered.

Rep. Zack Stephenson (DFL-Coon Rapids) and Sen. Matt Klein (DFL-Mendota Heights) sponsor the 2024 commerce law.

HF4077/SF4097*/CH114

Biomarker testing coverage required

For health plans offered, issued or renewed on or after Jan. 1, 2025, the plan must cover biomarker testing to diagnose, treat, manage and monitor illness or disease if the test provides clinical unity.

A test’s clinical unity may be demonstrated by medical and scientific evidence, including but not limited to nationally recognized clinical practice guidelines, consensus statements, labeled indications for a U.S. Food and Drug Administration approved or cleared test, indicated tests for and FDA-approved drug, or adherence to warnings and precautions on FDA-approved drug labels; or Centers for Medicare and Medicaid Services national coverage determinations or Medicare Administrative Contractor local coverage determinations.

Per the law, “Coverage ... must be provided in a manner that limits disruption of care, including the need for multiple biopsies or biospecimen samples.”

The provision is in the 2023 health finance law sponsored by Rep. Tina Liebling (DFL-Rochester) and Sen. Melissa Wiklund (DFL-Bloomington).

HF2930/SF2995*/CH70

Department of Direct Care and Treatment established

To separate direct care and treatment from the Department of Human Services, the 2023 human services finance law creates the Department of Direct Care and Treatment, effective Jan. 1, 2025.

Per the law, the department “shall provide direct care and treatment services in coordination with counties and other vendors. Direct care and treatment services shall include specialized inpatient programs at secure treatment facilities as defined in [two statutes]; community preparation services; regional treatment centers; enterprise services; consultative services; aftercare services; community-based services and programs; transition services; nursing home services; and other services consistent with the mission of the Department of Direct Care and Treatment.”

Rep. Mohamud Noor (DFL-Mpls) and Sen. John Hoffman (DFL-Champlin) sponsor the law.

HF2847/SF2934*/CH61

Cost-sharing for prescription drugs, medical supplies to treat chronic disease

Effective Jan. 1, 2025, and applicable to health plans offered, issued, or renewed on or after that date, health plans will be prohibited from setting patient co-pays greater than \$25 per one-month supply of prescription drugs used to treat chronic diseases such as diabetes, asthma, and allergies requiring the use of epinephrine auto-injectors. There is also a \$50 per month limit in total for all related medical supplies, such as syringes, insulin pens and pumps, test strips, glucometers, continuous glucose monitors, epinephrine auto-injectors, and asthma inhalers.

The cost-sharing limit for related medical supplies will not increase with the number of chronic diseases for which an enrollee is treated. Coverage shall not be subject to a deductible.

The change is part of the 2023 commerce finance and policy law sponsored by Rep. Zack Stephenson (DFL-Coon Rapids) and Sen. Matt Klein (DFL-Mendota Heights).

HF2680/SF2744*/CH57

HOUSING

Tenants can organize for improved living conditions

Effective Jan. 1, 2025, tenant associations can form an organization to improve housing conditions, amenities, or community life. The law allows tenant organizers to assist tenants in establishing and operating an association provided they are not an employee or representative of the current or prospective landlord, property owner, manager, or landlord agent.

The law will prohibit landlords from retaliating against tenant organizations if they report a code violation to a government entity, seek assistance from a community organizer, contact the media, or testify in any court or an administrative proceeding concerning the condition of the premises. Forms of retaliation delineated in the law are increasing rent, decreasing services, altering existing agreements, filing legal action, or contacting law enforcement about a tenant’s immigration status.

Also in the law, a landlord must provide remedies if a move-in date changes due to new construction delays. This can include alternative housing provided by the landlord, payment

equivalent to the lease agreement's rent amount to mitigate costs of alternative housing, and lease termination and a return of all money paid thus far including any rent, deposit and other payments incurred in entering a lease agreement.

Rep. Esther Agbaje (DFL-Mpls) and Sen. Zaynab Mohamed (DFL-Mpls) sponsor the law.
HF3591/SF3492*/CH118

Renters get new rights regarding shared-meter utility billing

Protections will be provided for renters who receive utility billing through a landlord or third-party rebilling company and renters will have a recourse for disputes.

Largely effective Jan. 1, 2025, a new law will apply the cold weather rule to shared-meter utility billing, protecting residential utility customers from having electric or natural gas service shut off between Oct. 1 and April 30.

The law provides remedies for tenants when the submetering system is inaccurate and prevents charging the tenant when the device for measuring has to be replaced, or from billing them if they were undercharged by a defective meter.

It prohibits apportioning electricity to a tenant who is billed separately for electric service and provides that a landlord who submeters must only charge the tenant for electricity used in the tenant's unit.

The law provides that the landlord must be the named customer for utility billing in a building that has shared-meter utility billing for multiple tenants.

Further, the law requires that by Sept. 30 of each year a landlord of a shared-metered residential building who bills for gas, electric utility charges or both, separate from rent, must inform tenants in writing of the possible availability of energy assistance from the low-income home energy assistance program.

Rep. Athena Hollins (DFL-St. Paul) and Sen. D. Scott Dibble (DFL-Mpls) sponsor the law.
HF4558/SF4579*/CH107

PUBLIC SAFETY

No binary triggers

Effective Jan. 1, 2025, guns with binary triggers will be prohibited.

A binary trigger allows a firearm to shoot one shot on the pull of the trigger and a second shot on the trigger release without requiring a subsequent pull of the trigger.

The provision is in the law passed in the waning hours of the 2024 session that included provisions covering health and human services, taxes, transportation, labor, housing, higher education, agriculture, and climate and energy. Rep. Aisha Gomez (DFL-Mpls) and Sen. Ann Rest (DFL-New Hope) are the sponsors.

HF5247*/SF5234/CH127

Office of Emergency Medical Services established

Provisions of a new law that creates the Office of Emergency Medical Services to replace the Emergency Medical Services Regulatory Board take effect Jan. 1, 2025.

Sponsored by Rep. John Huot (DFL-Rosemount) and Sen. Judy Seeberger (DFL-Afton), the law calls for the new office to be led by a governor-appointed director who may license and

regulate ambulance services in the state, establish and modify primary service areas, register and regulate medical response units, certify emergency medical technicians and paramedics, approve their education programs, and investigate complaints about and impose disciplinary action on ambulance services and their personnel and emergency medical responders.

The law also creates divisions for medical services, ambulance services, and emergency medical service providers, each headed by a deputy director, and three advisory councils to provide recommendations on emergency medical services, physicians involved in such services, and providers of labor and ambulances.

HF4738*/SF4835/CH122

Automatic expungement process established

Included in the 2023 public safety and judiciary finance and policy law is establishment of an automatic expungement process for certain non-violent offenses that will remove a requirement that expungements be approved by a prosecutor and go through a court process.

A person will be eligible for automatic expungement relief – removing the record of a person’s conviction – if charges were dismissed based on a finding that the person was incompetent to proceed, the proceedings were dismissed pursuant to certain drug offenses, or all pending charges were resolved in favor of the person.

A person who completes a diversion program or the term of probation for a stay of adjudication will be eligible for expungement if they are not convicted of a new offense other than a petty misdemeanor for one year immediately following completion of the diversion program or one year before a subsequent review.

The law establishes that a person is eligible for expungement if they were convicted of a qualifying offense and have not been convicted of any other offense in Minnesota during the applicable waiting period — 2-5 years depending on the offense — and not be charged with an offense at the time of the review. Qualifying offenses include:

- petty misdemeanors, other than traffic and parking offenses;
- misdemeanors, other than DWI and offenses related to domestic violence; and
- gross misdemeanors, other than DWI and offenses related to domestic violence.

A court must notify a defendant of automatic expungement eligibility when dismissing charges. And, to an extent possible, prosecutors, defense attorneys, supervising agents, and diversion program coordinators or supervisors must notify eligible individuals.

The Bureau of Criminal Apprehension must identify individuals eligible for automatic expungement and make an initial determination of eligibility within 30 days of the end of the applicable waiting period.

Per the law, “[it] is effective January 1, 2025, and applies to offenses that meet the eligibility criteria on or after that date and retroactively to offenses that met those qualifications before January 1, 2025, and are stored in the Bureau of Criminal Apprehension's criminal history system as of January 1, 2025.”

Rep. Kelly Moller (DFL-Shoreview) and Sen. Ron Latz (DFL-St. Louis Park) sponsor the law.

HF2890/SF2909*/CH52