

HF3442 - 0 - Employee Rights Poster

Chief Author: **Kaela Berg**  
 Committee: **Labor and Industry Finance & Policy**  
 Date Completed: **2/13/2024 9:17:14 AM**  
 Agency: **Labor and Industry Dept**

State Fiscal Impact	Yes	No
Expenditures		X
Fee/Departmental Earnings		X
Tax Revenue		X
Information Technology		X
Local Fiscal Impact		X

This table shows direct impact to state government only. Local government impact, if any, is discussed in the narrative. Reductions shown in the parentheses.

State Cost (Savings)	Biennium			Biennium		
	Dollars in Thousands	FY2023	FY2024	FY2025	FY2026	FY2027
<b>Total</b>	-	-	-	-	-	-
<b>Biennial Total</b>			-			-

Full Time Equivalent Positions (FTE)	Biennium			Biennium		
		FY2023	FY2024	FY2025	FY2026	FY2027
<b>Total</b>	-	-	-	-	-	-

**LBO Analyst's Comment**

I have reviewed this fiscal note for reasonableness of content and consistency with the LBO's Uniform Standards and Procedures.

**LBO Signature:** Karl Palm      **Date:** 2/13/2024 9:17:14 AM  
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**State Cost (Savings) Calculation Details**

This table shows direct impact to state government only. Local government impact, if any, is discussed in the narrative. Reductions are shown in parentheses.

\*Transfers In/Out and Absorbed Costs are only displayed when reported.

<b>State Cost (Savings) = 1-2</b>		Biennium			Biennium	
Dollars in Thousands	FY2023	FY2024	FY2025	FY2026	FY2027	
<b>Total</b>	-	-	-	-	-	-
<b>Biennial Total</b>			-			-
<b>1 - Expenditures, Absorbed Costs*, Transfers Out*</b>						
<b>Total</b>	-	-	-	-	-	-
<b>Biennial Total</b>			-			-
<b>2 - Revenues, Transfers In*</b>						
<b>Total</b>	-	-	-	-	-	-
<b>Biennial Total</b>			-			-

**Bill Description**

This bill requires the Department of Labor and Industry (DLI) to develop and make available an educational poster regarding employees' rights under the Employer-Sponsored Meetings or Communication law (Minn. Stat. 181.531) that employers are required to post in the workplace. The poster must be in English, and the five most common languages spoken in Minnesota.

**Assumptions**

DLI regularly develops and makes available educational posters in multiple languages regarding workplace rights and responsibilities. DLI's Labor Standards Division would develop this poster and coordinate translation and posting on DLI's website with DLI's Communications department.

DLI assumes that the bill language "English and the five most common languages spoken in Minnesota" means English plus the five most common languages spoken in Minnesota other than English and would translate the poster into five total languages. Translation costs and staff time to create the educational posters would be considered other duties as assigned and would have zero impact financially.

**Expenditure and/or Revenue Formula**

**Long-Term Fiscal Considerations**

**Local Fiscal Impact**

**References/Sources**

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**Date:** 2/13/2024 8:50:03 AM

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