

Subject Surveillance-based price and wage discrimination

Authors Greenman and Kraft

Analyst Anna Scholin

Date March 23, 2026

Overview

This bill prohibits surveillance-based price and wage discrimination.

Summary

Section	Description
---------	-------------

- | | |
|---|--|
| 1 | <p>[325D.141] Prohibition on surveillance-based price and wage discrimination.</p> <p>Subd. 1. Definitions. Defines “automated decision system,” “behaviors,” “biometrics,” “genetic information,” “personal characteristics,” and “surveillance data,” among others.</p> <p>Subd. 2. Price discrimination. Prohibits a person from engaging in surveillance-based price discrimination. Clarifies what behavior is not considered surveillance-based price discrimination, including safe harbors for certain actions by an insurance company and financial institution.</p> <p>Subd. 3. Wage discrimination. Prohibits a person from engaging in surveillance-based wage discrimination. Clarifies what behavior is not considered surveillance-based wage discrimination.</p> <p>Subd. 4. Publication of procedures. Requires a person who uses an automated decision system to assist or replace human decision-making related to prices or wages to develop reasonable procedures to ensure accuracy, allow a natural person to challenge the accuracy of data, and allow a natural person to request information regarding what data is being used.</p> |
|---|--|

Effective date. This section is effective August 1, 2026.