

SF 4576 • Minnesota

Notice and a transitional employment period required for employees displaced by artificial intelligence, and penalties imposed

Introduced

Risk: High

Comprehensive

Last Action (Apr 07, 2026): Comm report: To pass as amended and re-refer to State and Local Government

Summary

This bill mandates notice and a transitional employment period for employees displaced by AI, with penalties for non-compliance to be confirmed.

Business Impact

If you employ workers in Minnesota and use AI, you must provide notice and a transitional period for displaced employees or face penalties.

Key Provisions

- Employers must provide written notice to displaced employees.
- A transitional employment period of up to six months must be offered to affected employees.
- Penalties for non-compliance are to be confirmed.
- Exemptions for small businesses with fewer than 50 employees are to be confirmed.

Compliance Checklist

- Provide written notice to displaced employees | Who: Employers using AI | Penalty: To be determined
- Offer a transitional employment period | Who: Employers using AI | Penalty: To be determined

Industries Affected

Manufacturing

Technology

Human Resources

Employment

Topics

AI in Employment

Bill Sponsors

Name	Party	Role
Erin Maye Quade	D	Sponsor
Jen McEwen	D	Sponsor

Official Source

<https://www.revisor.mn.gov/bills/94/2026/0/SF/4576/>

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