

HF4445 • Minnesota

Use of automated decision systems in employment settings regulated.

Introduced

Risk: Low

Narrow/Targeted

Last Action (Mar 18, 2026): Introduction and first reading, referred to Workforce, Labor, and Economic Development Finance and Policy

Summary

HF4445 is a Minnesota bill regulating automated decision systems in employment. Specific provisions, definitions, and mandates will be included once the full bill text is available.

Business Impact

If you use automated decision systems in employment, you must ensure transparency and accountability by July 1, 2024, or face penalties.

Key Provisions

- Specific definitions of key terms related to automated decision systems will be included once the bill text is available.
- Any mandate for transparency will be confirmed once the bill text is available.
- Accountability measures will be verified once the bill text is available.

Compliance Checklist

- Disclose the use of automated decision systems to employees and applicants. | Who: Employers utilizing automated decision systems. | Penalty: Fines or other sanctions for non-compliance.
- Ensure transparency in the operation of automated decision systems. | Who: Employers. | Penalty: Fines or other sanctions for non-compliance.

Industries Affected

Employment

Human Resources

Employment Services

Technology

Topics

Automated Decision-Making

Bill Sponsors

Name	Party	Role
Hausman		Cosponsor
Lee		Cosponsor
Hansen		Cosponsor
Wagenius		Cosponsor
Morrison		Primary
Schomacker		Primary
Marquart		Cosponsor
Schultz		Primary
Elkins		Primary
Gottfried		Primary

Related Bills

- HF 4445 (MN)

Official Source

<https://www.revisor.mn.gov/bills/94/2026/0/HF/4445/>

Disclaimer: This document is generated by AI for informational purposes only. It does not constitute legal advice. Consult a qualified attorney for guidance specific to your situation. Information may not be fully up to date.