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JAK Summer Hours

Please note that our summer hours will begin July 1st during which our offices will be closed on Fridays. We have a secure drop box by our front door for your use if you need to drop something off outside of our normal business hours.

Minnesota Labor Law Updates - Effective July 1, 2023

Below is a summary of a few laws that will be going into effect July 1, 2023 as part of the Omnibus jobs bill ([SF 3035](#)) that was recently signed into law.

Noncompete Clause Ban: Employers will be prohibited from requiring employees to sign agreements that contain noncompete provisions. The only exception to this ban is for noncompetes entered into in connection with the sale of a business or in anticipation of the dissolution of a business. Note: This ban is not retroactive so only applies to agreements entered into on or after July 1, 2023. Nonsolicitation and confidentiality agreements with employees and independent contractors would still be permissible.

Nursing & Lactating Mother's Accommodations: Effective July 1, 2023, updates to the Women's Economic Security Act expand a lactating employee's rights to express milk in the workplace and the right of pregnant employees to request and receive a pregnancy accommodation from employers of all sizes.

Parental Leave & Pregnancy Accommodations: The Mn Omnibus jobs law also increases pregnancy accommodation rights and expands the unpaid parental leave. All Minnesota employers will now be required to provide 12 weeks of unpaid parental leave.

Legalization of Recreational Marijuana: The law amends drug and alcohol testing in the workplace statutes. Employers still have the right to ban the possession and use during work hours and while operating a company vehicle or personal vehicle for work purposes.

You should review your employee handbook and employment agreements to ensure they are revised to reflect these updates. We recommend you reach out to your legal team for assistance in updating these documents.

Minnesota Cannabis Tax - Effective July 1, 2023

A recent law change legalizes adult-use cannabis in Minnesota and establishes a new Cannabis Tax. Sellers of taxable cannabis products must register and remit the new tax – along with state and local sales taxes – starting July 1, 2023. This includes sellers of previously legal cannabinoid products. For more information, see [Cannabis Tax](#).

[Is Your Company a Good Candidate for an ESOP?](#) by Kyla Hansen, CPA

[How Professional Associations Can Enhance Your Public Accounting Career](#) by Kim Elm

[The Evolution of a CPA](#) by Todd Koch, CPA



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Client Line

Roll Over Excess 529 Funds to a Roth IRA

Starting in 2024, 529 educational savings plans will become even more attractive with enhanced tax benefits. If your student receives scholarships or joins the military, there is a new option for handling excess 529 plan funds. [Read full article.](#)



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[What is Bonus Depreciation](#)

[Claiming Life Insurance Benefits](#)

[Ordinary or Necessary Business Expenses](#)

[Employee Payroll Deductions](#)

We are Hiring

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