

# My First 100 Days

One-Line Policy Reference · Kobey Layne for Governor

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Each promise in the First 100 Days plan, boiled down to one sentence — enough to know what it is. The number in front of every line (for example, 1.1) matches the full item in the plan, so any detail you want is a single lookup away.

Items are grouped by when the governor can first act on them: Day One, the first week, the first month, the first budget, and the first legislative session. The small tag after each line names which of the three fights it serves and which power it uses.

*Three fights: Cost (lower what you pay), Morals (make this office answer to you), Rights (protect your land, water, and freedom).*

*Four powers: Protect (defend a law with the veto), Sign (an executive order, no permission needed), Do now (act alone under laws and dollars already in place), Pass (a bill the Legislature must pass — a fight, not a guarantee).*

## Day One

*Phase 1 — The pen and the wall*

- 1.1. Use the veto for four years to defend Minnesota's existing cost-of-living laws — the insulin cap, paid family leave, earned sick time, free school meals, the Child Tax Credit, North Star Promise free tuition under \$80k, and the 2040 clean-electricity law. *(Cost · Protect)*
- 1.2. A Day One ethics executive order: publish conflict-of-interest reports, ban insider stock trading by the governor and appointees, end gag and secret-settlement deals, answer records requests on time, and protect whistleblowers. *(Morals · Sign)*
- 1.3. Use the veto to keep government out of private medical decisions for four years — protecting abortion access and the gender-affirming care guaranteed under the Trans Refuge law, leaving those choices to patients, parents, and doctors. *(Rights · Protect)*
- 1.4. An executive order barring the state from selling residents' location and health data and requiring a warrant before bulk surveillance, applied equally to everyone — ending religion-based monitoring like the post-2001 targeting of Somali and Muslim Minnesotans. *(Rights · Sign)*
- 1.5. An executive order keeping the State Patrol and state agencies off federal immigration paperwork and guaranteeing due process and equal protection under Minnesota law. *(Rights · Sign)*
- 1.6. A Day One nation-to-nation order requiring real consultation with all eleven tribal nations before state actions touching treaty rights, and directing the MMIR Office to set a public cold-case target (funded in the first budget). *(Rights · Sign)*

## The First Week

*Phase 2 — Convene, pause, open the talks*

- 2.1. Open contract talks with state-employee unions and fund the cost-of-living-tied raises they negotiate, with the dollars set in the first budget. *(Cost · Do now)*
- 2.2. Appoint an Inspector General from a bipartisan list and point fraud enforcement up at powerful actors and big providers rather than down at families. *(Morals · Do now)*
- 2.3. Protect existing taconite and iron mining, jobs, and pensions while pausing only new copper-nickel (sulfide) mining for a hard 12 months to write one clear water standard, with the Iron Range and tribal nations as full partners. *(Rights · Do now)*

## The First Month

### Phase 3 — Seat, enforce, open the books

- 3.1. Enforce the laws already on the books against price-gouging, wage theft, and price-fixing, uphold the corporate-farm-ownership ban, and staff the complaint line. *(Cost · Do now)*
- 3.2. Seat utility regulators on the Public Utilities Commission so the profit margin built into your bill is no longer automatic but set in a public rate case. *(Cost · Do now)*
- 3.3. When a rural nursing home or home-care agency moves to close, the state steps in before the doors shut — plus a rapid care team for under-served areas and an always-answered farm crisis line. *(Cost · Do now)*
- 3.4. Put the Prescription Drug Affordability Board to work pushing drug prices down and invest in Minnesota-made low-cost generics, the way California makes its own insulin. *(Cost · Do now)*
- 3.5. Carry out the existing clean-slate and expungement laws on a published timetable to clear old eligible non-violent records, while violent and serious offenses stay on the record. *(Cost · Do now)*
- 3.6. Fund the right responder for each 911 call — building crisis, mental-health, and addiction teams so police can focus on violent crime — with annual public reporting on response times and backlogs. *(Morals · Do now)*
- 3.7. Launch a public accountability dashboard tracking 911 response times, care and benefit wait times, special-education and disability-waiver backlogs, and open jobs, each with a responsible office and deadline. *(Morals · Do now)*
- 3.8. Statewide well testing cost-shared with farmers (starting in nitrate-heavy southeast Minnesota), covered treatment where a tap fails, and enforcement of the groundwater fertilizer rules the EPA flagged in 2023. *(Rights · Do now)*
- 3.9. Restart the Olmstead Plan with a named owner and deadlines, put the disability-waiver waitlist on the dashboard, and update the building code so new housing is accessible. *(Rights · Do now)*
- 3.10. Hold police licenses to a professional standard — early-intervention support flags, a working statewide misconduct database, and a POST Board that can revoke a license for serious misconduct — all reported publicly so accountability protects the public and good officers alike. *(Morals · Do now)*
- 3.11. Stand up a dedicated bias-and-hate-crime unit at the BCA with one place to report and an annual public count, plus a bill making a hate crime its own chargeable offense. *(Morals · Do now)*

## The First Budget

### Phase 4 — The dollars, scored by Minnesota Management & Budget

- 4.1. Fund a \$20-an-hour wage floor for direct-care (DSP) workers, indexed to rise with the cost of living, to keep group homes and in-home waiver care staffed. *(Cost · Do now)*
- 4.2. Put dated, named, MMB-scored money behind jobs for the Iron Range and North Minneapolis (union apprenticeships, clean-energy and manufacturing siting, rebuilt housing) and keep the 2040 transition's cost off home-heating and farm bills statewide. *(Rights · Do now)*
- 4.3. Finish ending the sub-minimum wage for disabled workers, funding supported and customized employment and provider rates so no one leaves a wage certificate for a waitlist. *(Cost · Do now)*
- 4.4. Fully fund and staff the Missing and Murdered Indigenous Relatives (MMIR) Office as a standing budget line with a public count every year. *(Rights · Do now)*

## The First Session

### Phase 5 — The bills you help pass

- 5.1. A housing bill that builds homes (state land and union labor, a greater-Minnesota build fund, legalized duplexes and fourplexes), bans rent price-fixing software like RealPage, limits yearly rent increases to 3% (a speed limit, with a 15-year exemption for new buildings and an exemption for landlords of four or fewer units), and adds just-cause protection. *(Cost · Pass)*
- 5.2. A Child Care Affordability Task Force and funding bill moving toward the federal 7%-of-income guideline and, long-term, universal child care, paired with provider-rate and supply funding. *(Cost · Pass)*
- 5.3. Fully fund schools by closing the roughly \$750-million-a-year special-education cross-subsidy on a phased schedule and writing funded class-size limits (starting at 20 in K-3) into law. *(Cost · Pass)*
- 5.4. A working-family tax cut paid for by two new income brackets over \$1 million, a wealth tax on assets above \$15 million (first home, retirement, and working farm or business assets exempt), and closed corporate loopholes. *(Cost · Pass)*
- 5.5. Fund rural hospitals and ambulance services and finish the public health-coverage buy-in the 2023 Legislature already ordered. *(Cost · Pass)*
- 5.6. Expand the homestead and renter's credits so seniors on fixed incomes and working families aren't taxed out of the homes they already live in. *(Cost · Pass)*
- 5.7. Write the Office of New Americans into law (today it exists only by executive order) and require language access at state agencies. *(Rights · Pass)*
- 5.8. Write tribal consent — a free, prior, and informed yes, not just consultation — and a wild-rice-grade clean-water mining standard into law for the decisions a governor actually controls. *(Rights · Pass)*
- 5.9. Lock police accountability into statute: funded early-intervention systems, the misconduct database, the license-revocation standard, mandatory reporting of officers fired or who quit under investigation, and whistleblower protection. *(Morals · Pass)*

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Reference text: *My First 100 Days, the by-the-date plan (v3)*. Every line above condenses one numbered item; open that number in the full plan for the complete commitment, the boxes to check, and the cross-references. Where a goal needs the Legislature, Washington, or the courts, the full plan says so plainly.