

Recommended Employer Action Steps

We recommend the following next steps to help your organization prepare for implementation in 2026.

- 1. Assess and Designate a PFML Point Person:** Assess if you have the expertise and the time to prepare and manage your leave obligations and compliance –should you handle it in-house or outsource? Identify who will handle PFML-related decisions, questions, processes, and coordination internally; interview outsourcing partners if you want to leverage outside help.
- 2. Decide Between State Plan or Private Plan:** Evaluate whether to use the state PFML program or apply for a private plan (and begin the application process if applicable).
- 3. Update or Create Leave Policies:** Review and revise employee handbooks and leave policies to include PFML, coordinate with FMLA and other leaves, and ensure clarity for employees.
- 4. Communicate With Employees:** Plan and implement communication to inform employees about their rights, how to request leave, and what changes to expect.
- 5. Ensure Payroll Readiness:** Coordinate with payroll providers to implement employee and employer premium contributions starting Jan 1, 2026.
- 6. Review Job Protection and Return-to-Work Policies:** Ensure procedures support job protection, reinstatement, and continuation of benefits as required under the law.
- 7. Assess Coordination With Other Leave Programs:** Identify how PFML will coordinate with PTO, short-term disability (STD), FMLA, workers' comp, and any union or local leave requirements.
- 8. Train Supervisors and HR or Administrative Team:** Equip those in supervisory or administrative roles with training to recognize and respond appropriately to PFML-related issues.
- 9. Monitor for Updates and Implementation Details:** Subscribe to updates from the MN Dept of Employment and Economic Development (DEED) or your administration partner to stay informed as more program details are finalized.
- 10. Request a Complimentary Follow-Up Consultation, if desired.** If you have additional questions or are seeking support, schedule a 30-minute call.



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Minnesota + Federal Leave (Effective 1/1/2026)

Leave Type	Jurisdiction	Employer Size	Paid	Job Protection
MN Earned Sick and Safe Time (ESST)	State	All Employers	Yes	Yes
MN Paid Family & Medical Leave (PFML)	State	All Employers	Yes	Yes
MN Parental Leave	State	21+ Employees	No	Yes
MN Pregnancy Accommodation	State	All Employers	No	Yes
MN Nursing Mother & Lactation Breaks	State	All Employers	No (Breaks May Be Unpaid)	Yes
MN School Activities Leave	State	All Employers	No	Yes
MN Bone Marrow Donation Leave	State	All Employers	No	Yes
MN Voting Leave	State	All Employers	Yes	Yes
FMLA (Family & Medical Leave Act)	Federal	50+ Employees (within 75 miles)	No	Yes
USERRA (Military Leave)	Federal	All Employers	No (Military Pay May Apply)	Yes
Jury Duty Leave	Federal	All Employers	No (Employer Discretion)	Yes
Witness Leave (Subpoena/Court)	Federal	All Employers	No	Yes
ADA Leave (Reasonable Accommodation)	Federal	15+ Employees	No (unless PTO used)	Yes (if reasonable)