Nicole Tillman, SPHR, SHRM-SCP
612.889.5243
ntillman@sharedobjectives.net
www.sharedobjectives.net

Minnesota Paid Family & Medical Leave (PFML) and Union Employees

Quick Guide for Construction Employers

1. What You Need to Know

- PFML covers nearly all employees, including those covered by a union contract (CBA).
- You cannot change wages or make deductions (like PFML premiums) without first bargaining with the union.
- The CBA remains in effect — but all terms must meet or exceed PFML minimum standards.
- You can agree with the union on how PFML works, as long as employees don't lose rights or benefits.

2. What to Do

- Review your CBA for language on wages, deductions, and leaves.
- Talk early with the business agent or steward about PFML.
- Agree in writing — usually through a short MOU (Memorandum of Understanding) that outlines premium sharing, leave coordination, and payroll timing.
- Train supervisors to refer PFML-related questions to HR — not to discuss medical details.
- Communicate clearly with employees once the process is agreed to.

3. Do's and Don'ts

DO:

- Work with your union rep before making changes.
- Put PFML terms in writing (MOU).
- Coordinate PFML with your existing paid leave or disability plans.
- Keep signed agreements and communication records.

DON'T:

- Start deducting PFML premiums before union agreement.
- Assume PFML replaces your current PTO or STD plan.
- Forget to update your supervisors or payroll setup.

4. Quick Tip: What's an MOU?

A Memorandum of Understanding (MOU) is a short written agreement with your union to confirm how PFML will be handled — like who pays what, how state benefits coordinate with PTO, and when changes start.

5. Key Points

Any changes to pay, premiums, or benefits for union members must be negotiated and agreed upon.

PFML sets a floor, not a ceiling — your contract can go above, but not below, what the law provides.

This summary is for educational use only and not legal advice. Consult current Minnesota PFML guidance and your labor counsel before finalizing any agreements or payroll changes.