CAREER SOLUTIONS WORKFORCE DEVELOPMENT BOARD
PROGRAM COMMITTEE MEETING AGENDA

Monday, November 18, 2024 at 3:30pm

Career Solutions-Guest WiFi: Welcome2CareerSolutions!

Physical Location: CareerForce St. Cloud
1542 Northway Drive, St. Cloud, MN 56303 – Door #2
No parking permit required for this event. Please park in Lot B.

Virtual Meeting: Zoom details are listed within your calendar invite or contact Kari Court 320.380.4938.

1. **Call the Meeting to Order** — Borgert

2. **Approve Agenda** — ACTION: Borgert

3. **Consent Agenda** — ACTION: Borgert
   A. Program Committee Minutes from 06/10/2024 (Attachment 3.A.)
   B. Program Committee Minutes from 08/12/2024 (Attachment 3.B.)
   C. Program Committee Member Resignation from Brent Bultema, Senior Director of HR Talent Solutions with CentraCare (Attachment 3.C.)

4. **Metro Bus Presentation** – David Green, Chief Operating Officer, with Metro Bus — Green

5. **Committee Work** — Biery
   A. 2025 Meeting Calendar (Attachment 5.A.) – **ACTION** — ACTION: Borgert
   B. 2024 Legislative Amendments to State Dislocated Worker Program (Attachment 5.B.)
   C. Monitoring Reports
   D. FDC Update
   E. Grant Updates
   F. Upcoming Employment & Training Events:
      i. CDL (Truck Driving) Discovery Day
      ii. Welding Discovery Day
      iii. Free Manufacturing Certificate Training (Drive for 5)
      iv. Job Seeker Spotlight: 1st Wednesday of the Month
      v. Job Club Flyer & CMCEO Job Club
   G. Paid Leave Presentation (Attachment 5.G.)

6. **Other** — Borgert
   A. From the Floor/Announcements
   B. Next Meeting: January 13, 2025, at 3:330pm

7. **Adjourn**

REASONABLE ACCOMMODATIONS: ALL CAREER SOLUTIONS WORKFORCE DEVELOPMENT BOARD PROGRAM COMMITTEE MEETINGS ARE ACCESSIBLE TO THE HANDICAPPED. ATTEMPTS WILL BE MADE TO ACCOMMODATE ANY OTHER INDIVIDUAL NEED FOR SPECIAL SERVICES. PLEASE CONTACT ADA/AA COORDINATOR TAMMY BIERY AT (320) 266-5060 AS EARLY AS POSSIBLE SO NECESSARY ARRANGEMENTS CAN BE MADE. INDIVIDUALS WITH HEARING OR SPEECH DISABILITIES MAY CONTACT US VIA THEIR PREFERRED TELECOMMUNICATIONS RELAY SERVICE. CAREERFORCE DOES NOT DISCRIMINATE ON THE BASIS OF RACE, COLOR, CREED, RELIGION, NATIONAL ORIGIN, GENDER, MARITAL STATUS, STATUS WITH REGARD TO PUBLIC ASSISTANCE, SEXUAL ORIENTATION, DISABILITY, OR AGE.

Note: If you are unable to attend this meeting, please contact Kari at 320.380.4938 or email at Kari.Court@CSJobs.org. Upon request, this material can be made available in alternate formats.

CAREER SOLUTIONS LOCAL WORKFORCE DEVELOPMENT BOARD PROGRAM COMMITTEE MEETING MINUTES

Location:	CareerForce St. Cloud 1542 Northway Drive, St. Cloud, MN 56303
Date:	June 10, 2024 at 3:30pm
Attendance: **=in-person*	*David Borgert, Tanya Adair, Brent Bultema, Don Hickman, Ann Kennedy, Sarah Lampert, *Steve Nusbaum, Karen Pundsack, Brandon Schauer and Ranone Thompson
Staff:	*Tammy Biery and *Kari Court
Absent:	Ken Huling
Guest:	*Sara Hagen (United Way)

Call the Meeting to Order:

- Borgert called the Program Committee Meeting to order at 3:31pm when quorum was met.

Approval of the Agenda

Motion:

Results:	Approved the agenda.
Mover:	Hickman
Seconder:	Schauer
Ayes:	Borgert, Adair, Bultema, Hickman, Kennedy, Lampert, Nusbaum, Pundsack, Schauer, and Thompson.
Nayes:	NA

Approval of the Consent Agenda

- Program Committee Minutes from 05/13/2024
- Limits for Support Services Policy ~ 2nd Reading
- Stipends for Youth Policy ~ 2nd Reading
- Incentives for Youth Policy ~ 2nd Reading
- Electronic Document Storage (EDS) Policy ~ 2nd Reading

Motion:

Results:	Approved the consent agenda.
Mover:	Schauer
Seconder:	Huling
Ayes:	Borgert, Adair, Bultema, Hickman, Kennedy, Lampert, Nusbaum, Pundsack, Schauer, and Thompson.

Nayes: NA

Child Care Crisis Presentation – Sara Hagen, Community Child Care Coordinator for United Way

- Hagen introduced herself as the Community Child Care Coordinator for United Way Central Minnesota, explained how in the two years she has been in this field, her main goals are to strengthen increased support for child care needs. She mentioned that she will give a high-level synopsis of the July overview. She stated that they are located in Central Minnesota and highlighted that they are 5,600 slots short for every child aged five and under who is eligible for or needs child care. With this staggering statistic in mind, she discussed the efforts currently underway to support existing providers and expand child care services.
- Hagen mentioned that they are working with a large child care program that includes services and therapy from the Saint David Center for Child and Family Development. She is working on bringing this program to their area, which will provide more slots and services for children. She added that this move is expected to be significant and is projected to bloom by the spring of next year when additional slots might be available.
- Biery asked if it would only include child care and services. Hagen responded that they plan on having six classes with a 60/40 ratio of children with and without special needs, and therapy services will be available on-site. She concluded the Saint David update and then moved on to discuss shared services.
- Hagen explained that the shared services started as a network funded by a grant. She is working in conjunction with Milestones to create a Shared Service Alliance, which offers administrative and support services for current providers and those entering the field. She highlighted a funding opportunity through the Initiative Foundation and noted that state funding is now available to expand the program. It's currently operational, with a substitute pool for providers and other support services available at no cost to providers.
- Under the Shared Service Alliance umbrella, Hagen is also working on creating a farm-to-child care program to provide healthy food for children by partnering with local farmers. This initiative aims to address food price increases and ensure fresh food is available in child care programs. The program will also include gardening and other educational activities for children.
- Hagen mentioned the Business Resource page created by United Way Central Minnesota on their main website, which provides a comprehensive overview of the child care crisis and possible solutions, including ways to become an advocate or get involved. She pointed out that the primary reasons for the crisis are the lack of benefits, high burnout rates, and low wages for early child care providers. Addressing these issues requires legislative support, and she is working to strengthen legislative connections and dialogue around the importance of early child care.
- Hagen lastly discussed her work with various workgroups within the Minnesota Department of Education, highlighting the strong communication between United

Way and the Department regarding recruitment and retention of child care educators. She emphasized the need to strengthen special education aspects within child care. Additionally, United Way has been offering no-cost training for providers, now integrated into the Shared Services Alliance program, making it a one-stop-shop for educators. Hagen expressed her hopes to increase available spaces, enhance recognition of the profession, and promote child care as a community-wide issue.

Committee Work

- **2024-2027 Local & Regional Plans Submitted!** – Biery stated these plans had to be available for public comment for 30 days, but no comments were received. Therefore, they went ahead and submitted the plans to the Governance Workforce Development group by the end of May. Biery added that if there are any comments or concerns, they will provide feedback within the next 90 days.
- **Funding Stream Visual** – Biery stated that a board member had a question about the funding stream visual a while ago, and she wanted to answer that question and share the breakdown with everyone. She explained that money comes from various sources, including the Department of Labor, Department of Education, Human Services, and Agriculture. This funding then goes to the governor, and as it moves down the line, additional layers are added. She detailed that the funds pass through local elected officials, then to the administrative entity, and finally to the local workforce board, which helps fund the workforce center staff.
- **Counseling Request for Proposal (RFP)** – Biery stated that according to the WIOA Law, Career Solutions needs to have at least one service contract and to obtain quotes from vendors. Counseling services are needed so an RFP to a minimum of three vendors was sent and we received one RFP response back from Catholic Charities. We have been using Catholic Charities and client feedback has been positive.

Motion:

Results:	Approved the Counseling Request for Proposal and the Catholic Charities Contract.
Mover:	Hickman
Seconder:	Kennedy
Ayes:	Adair, Bultema, Hickman, Kennedy, Lampert, Nusbaum, Pundsack, Schauer, and Thompson.
Nayes:	NA
Obtained:	Borgert

- **CareerONE Update / VIP Day July 10th** – Biery provided a CareerONE update to board members. Lisa Brown, our CareerONE Supervisor started working this week to finalize preparation for the program. The Team Leaders start training next week and the program begins June 24th.
- We anticipate serving approximately 140 kids to arrive and receive over 400 applications this year. Through the intake process, we have accepted 147

applicants, with another 4 to 6 going through intake this week. Next week, kids and parents will be coming for orientation. Biery noted that they tend to over-enroll to account for unforeseen circumstances like job opportunities, but they hope to maintain around 140 to 150 students.

- Lastly, Biery mentioned the CareerONE VIP Day which is scheduled for July 10th at noon, with lunch provided. This is a good way to spread the word about the program and see the youth in action.
- **Upcoming Employment & Training Events** – Flyers included in the agenda packet with further details.
    - Open House: June 11th
    - CDL Discovery Day: August 14th & October 16th
    - Welding Discovery Day: October 10th & December 12th
    - Job Seeker Spotlight: 1st Wednesday of the Month
    - Community Career Lab Flyers *(in English & Somali)*

From the Floor/Announcements – N/A.

Next meeting is scheduled for August 12, 2024, at 3:30pm.

Borgert adjourned the Program Committee meeting at 4:07pm.

CAREER SOLUTIONS LOCAL WORKFORCE DEVELOPMENT BOARD PROGRAM COMMITTEE MEETING MINUTES

Location:	CareerForce St. Cloud 1542 Northway Drive, St. Cloud, MN 56303
Date:	August 12, 2024, at 3:30pm
Attendance: **=in-person*	*David Borgert, *Tanya Adair, *Steve Nusbaum, *Karen Pundsack, and *Brandon Schauer.
Staff:	*Tammy Biery and *Kari Court.
Absent:	Brent Bultema, Don Hickman, Ken Huling, Ann Kennedy, Sarah Lampert, and Ranone Thompson.
Guest:	N/A.

Call the Meeting to Order:
Borgert called the Program Committee Meeting to order at 3:31pm.

This Program Committee Meeting was held in person only and toured the St. Cloud Technical and Community College (SCTCC) Advanced Manufacturing Center located at 1540 Northway Drive, St. Cloud, MN, 56303. Steve Nusbaum provided the tour to committee members.

Next meeting is scheduled for September 9, 2024, at 3:30pm.

Borgert adjourned the Program Committee meeting around 4:00pm.

From: Bultema, Brent <Brent.Bultema@centracare.com>
Sent: Wednesday, June 12, 2024 10:35 AM
To: Tammy Biery <Tammy.Biery@CSJobs.org>; 'jill.magelssen@expresspros.com' <jill.magelssen@expresspros.com>
Subject: Transitions

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Tammy and Jill,

I'm both excited and regretful that I'm sharing with you today that my family and I will be relocating to the Nashville area in July to 1) escape winter and 2) lead recruitment at another health system. As such, tomorrow's LWDB board meeting will be my last.

I'm grateful for the partnership and inclusion that both of you have offered CentraCare and myself on the board. The work done by Career Solutions and the board is critical to our communities…and I'm proud to have been part of it! The many ways in which St Cloud and the surrounding communities get together to tackle necessary and tough issues—especially those related to its workforce—is impressive…and much of that spirit is because of leaders like you. Thank you!

I can offer this as an update at tomorrow's board meeting or you can share my note in advance…whichever is preferred.

Thanks again for the partnership and opportunity!
Brent

Brent Bultema | Senior Director, HR Talent Solutions

P: 320-251-2700, ext. 50332
F: 320-656-7022
CentraCare.com

CentraCare®

2025 CALENDAR

MEETING SCHEDULE FOR CAREER SOLUTIONS JOINT POWERS BOARD (JPB), LOCAL WORKFORCE DEVELOPMENT BOARD (LWDB), COUNCIL/COMMITTEE MEETINGS & MEMORANDUM OF UNDERSTANDING (MOU)

	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Joint Powers Board/Local Workforce Development Board/Executive Committee 2nd Thursday at 3:00pm Location: CareerForce St. Cloud 1542 Northway Drive, Conf. Rm 1-482 *(unless otherwise noted)*	JPB/ Exec. Comm. 9	JPB/ LWDB Annual Meeting 13	JPB/ Exec. Comm. 13	JPB/ LWDB 10	JPB/ Exec. Comm. 8	JPB/ LWDB 12	JPB/ Exec. Comm. 10	JPB/ LWDB 14	JPB/ Exec. Comm. 18 *3rd Thur.*	JPB/ LWDB 9	JPB/ LWDB 13	JPB/ Exec. Comm. 11
Youth Council 2nd Tuesday at 3:00pm Location: CareerForce St. Cloud 1542 Northway Drive, Conf. Rm 1-482 *(unless otherwise noted)*	14	11	11	8	13		Career ONE Awards *(Date TBD)*		9	14	18 *3rd Tue*	
Program Committee 2nd Monday at 3:30pm Location: CareerForce St. Cloud 1542 Northway Drive, Conf. Rm 1-482 *(unless otherwise noted)*	13	10	10	14	12	9		11	8	13	10	
Memorandum of Understanding (MOU) 3rd Thursday at 11am – Quarterly basis. Location: CareerForce St. Cloud 1542 Northway Drive, Conf. Rm 1-482 *(unless otherwise noted)*	16			17			17			16		

CareerForce
It's your state of success

CAREER SOLUTIONS
Explore. Discover. Succeed.

EMPLOYMENT AND ECONOMIC DEVELOPMENT

Date: June 11, 2024

To: Minnesota's Dislocated Worker Program Service Providers

From: Omondi, Adult Programs Director

Subject: 2024 Legislative Amendments to State Dislocated Worker Program

The State Dislocated Worker (DW) Program, authorized by Minn. Stat. 116L.17, provides employment and training services to Minnesota residents who meet one of six defined criteria. During the 2024 Legislative Session, the Legislature approved the following changes:

- Expanded the definition of DW to include three new populations.
    1. Spouses of active-duty members of the U.S. Armed Forces who have lost employment due to a service member relocation, is unemployed or underemployed,
    2. Individuals with non-work-related injuries or illnesses who need support to re-enter or remain in the workforce, and,
    3. Adults with low income, are a recipient of public assistance or are basic skills deficient.
- Repealed cost category limits related to the use of Program funds. While the statute allows a 5% administrative cap for DEED, it has removed all administrative thresholds for grantees.

These changes were signed into law by Governor Walz and are effective July 1, 2024. However, policy modifications and implementation will take place throughout the remainder of 2024. These amendments are important in expanding access to MN residents who could benefit from DW services and allows flexibilities for grantees to design service delivery models that are responsive to local needs.

Table 1: Comparison of Eligibility for WIOA DW and State DW

Eligibility Category	WIOA DW	MN STATE DW
Individual or Small Group Layoff	✓	✓
Permanent Closure or Mass Layoff	✓	✓
Self Employed	✓	✓
Displaced Homemaker	✓	✓
Military Spouse	✓	✓
Separating or Separated Members of the U.S. Armed Forces (including National Guard Veteran, or Armed Forces Reserves Veteran)	✓	✓
Long-term Unemployed	✗	✓
Individual with non-work-related injury or illness without a worker's compensation case	✗	✓
Adult with low income, a recipient of public assistance, or is deficient in basic skills.	✗	✓

Recommendations and next steps:
Although all cost category requirements have been removed from the program, DEED will expect new contract agreements for SFY25 to provide reasonable levels of expenditures in each of the categories (Administrative costs, Career, Training, and Support services). Due to the fast-approaching start of the new fiscal year (July 1), the following is recommended:

- As you complete your work plans for SFY25, ensure that planned expenditures are within (3-5)% of your previous plans. For example, if your SFY24 contract had 10% in administrative costs, your SFY25 admin should be at 13% or 15%.

Below are proposed areas of focus and timelines:

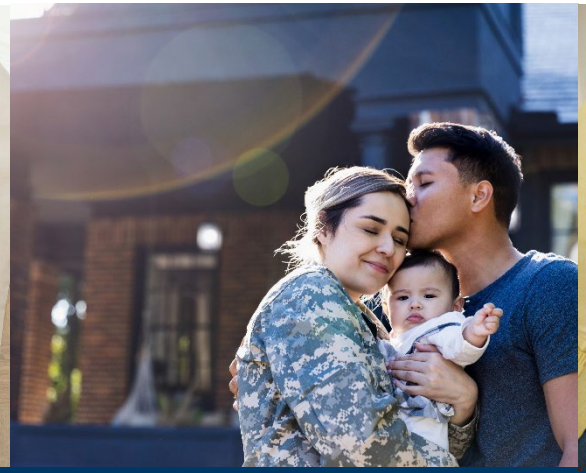
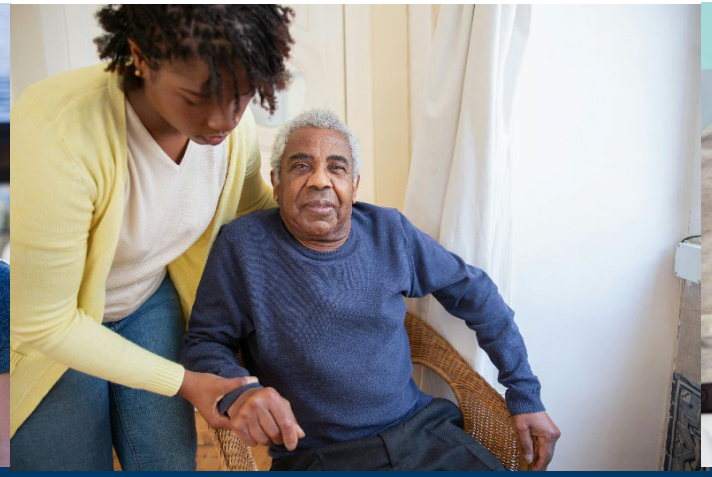
- Review and assessment of current policies, procedures, and case management/Workforce One (WF1) processes impacted as a result of these updates.
    - Timeline: June 30th, 2024
- WF1 remapping and updates.
    - Dec. 31st
- Development and modification of new policies.
    - Timeline: Sept 1st
- Communication and Training for policy rollout.
    - Timeline: Dec. 31st
- Monitoring, evaluation, and feedback integration.
    - Timeline: ongoing

Note: The implementation of the policy changes and system remapping will take time. Grantees will be able to serve the new populations once the remapping of WF1 has been completed and all relevant policies and procedures are in place.

References and Resources:
DEED State Dislocated Worker Eligibility Policy

DEED Cost Category Wavier Policy

EMPLOYMENT AND ECONOMIC DEVELOPMENT

Minnesota Paid Leave

Anoka County Workforce Development Board
Sept. 5, 2024

Why Paid Leave Matters

- Minnesotans take care of each other. In our communities, families, and workplaces, **we step up and help** the people we care about.
- Minnesota Paid Leave will **support people when they need time to care** for themselves and their loved ones.
- Supporting your employees when they need time for leave **builds connections in our families, communities, and workplaces**, and improves employee retention, performance and morale on the job.
- Minnesota Paid Leave will help ensure Minnesotans **don't need to choose between financial stability and being there for their families.**

Minnesota’s Paid Leave Program

- The Minnesota Paid Leave law, **enacted in May 2023 and updated in May 2024**, makes paid family and medical leave coverage available to Minnesota workers beginning Jan. 1, 2026.
- The law provides **job protections and partial wage replacement**, paid by the state, to individuals who take leave for a qualifying condition, such as to bond with a new child or for medical care for themselves and their loved ones.
- The Paid Leave program will be **funded by premiums** made up of contributions from employees and employers.

Covered Leave

Medical Leave

Up to 12 weeks

Medical

Leave to care for an individual's own serious medical condition.

Family Leave

Up to 12 weeks

Bonding

Leave to bond with an individual's child during the first 12 months after the child's birth or after the placement of the child through adoption or foster care.

Caring

Leave to care for a family member with a serious health condition.

Safety

Leave because of domestic abuse, sexual assault, or stalking of the individual or individual's family member.

Active Duty

Leave because a family member is on active duty or has been notified of an impending call or order to active duty in the Armed Forces.

Maximum of 20 weeks total leave in a benefit year.

Qualifying conditions must last more than seven days and be certified by a health care provider or designated professional.

Who Paid Leave Covers

Covered employers	Nearly all Minnesota employers, regardless of business size or number of employees.
Covered employees	Includes full-time, part-time, temporary and most seasonal workers.
Who is not required to participate?	Independent contractors and self-employed individuals may opt in. Certain seasonal hospitality employees are excluded.

Paid Leave Wage Payments

Partial Wage Replacement

- Wage replacement means workers can take the time they need to focus on care and bonding and return to work with improved morale and productivity.
- To support Minnesota workers who need it most, the program is designed to replace wages at a higher percentage for lower income claimants. Eligible individuals can receive up to 90% wage replacement while taking leave up to a maximum value of $1,337 per week (equal to the statewide average weekly wage).
- To be eligible, employees must have earned at least 5.3% of the statewide average annual wage ($3,684 in 2023) in the past year.

Paid Leave Job Protection

Job Protections

- Job protected leave improves employee retention, as workers can take the time they need to bond and care without having to choose between their job and their family.
- An employee who has taken family or medical leave must be restored to the same position or an equivalent position with the same pay, status, benefits, length of service, and seniority as prior to the date of leave.
- Job protections for employees begin after 90 calendar days from the date of hire.

EMPLOYMENT AND ECONOMIC DEVELOPMENT

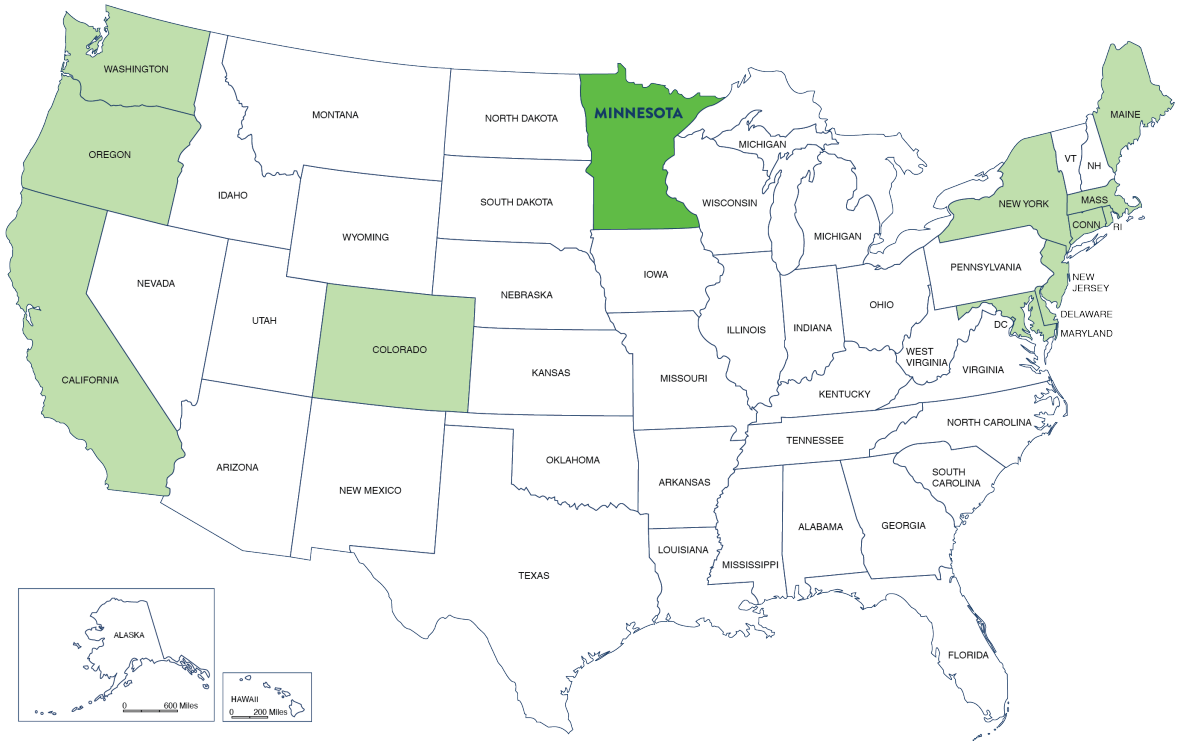
Building Minnesota Paid Leave

Partnering for Paid Leave that works for all

Building Paid Leave

- Minnesota will be the 13th state to implement Paid Leave, and we will leverage their experience to build an intuitive, accessible program that works.

- States that have implemented paid leave programs have seen:
  - Better health and development outcomes for children
  - Higher labor market attachment for women and labor force participation generally
  - Greater economic security for families.



State Partners for Paid Leave

MINNESOTA PAID LEAVE

A new division at the Department of Employment and Economic Development (DEED) responsible for overall program build-out and benefits payments

DEPARTMENT OF LABOR AND INDUSTRY

Responsible for Paid Leave job protection

COMMERCE DEPARTMENT

Responsible for approving private insurance plans to meet Paid Leave requirements

MINNESOTA UNEMPLOYMENT INSURANCE

Responsible for UI Online system for employer wage reports and premium payment

Community Partners for Paid Leave

Small Employers

Larger Employers

HR Professionals

Medical Providers

Equity Groups

Domestic Violence and Sexual Assault Advocates

Hospitality Industry

Insurance Industry

Third Party Administrators

- Input from businesses, organizations, and individuals helps to make Paid Leave work better for all Minnesotans.
- Since December, Minnesota Paid Leave has held over 90 engagement sessions with a variety of stakeholders to answer questions and gather input on the program.
- In addition to ongoing public meetings like this one, the division is gathering public input through rulemaking.

Rulemaking

Rulemaking is the way that state agencies adopt, amend, or repeal program regulations, or rules. The process provides the public a means to comment on rules that affect them. The Paid Leave division is finalizing draft rules in several areas:

- Health Care Provider Certification
- Seasonal Employment
- Opting In
- Overpayment
- Claims Administration
- Leave Modifications
- Benefit Payment Schedules

Private Plans
Role of the Employer
Small Employer Assistance Grants
Covered Employment
Job Protections
Intermittent Leave
Safety Leave

The division recently held 19 virtual engagement sessions that drew over 950 attendees and nearly 600 written comments. **Final draft rules will again be up for public review this fall.**

Building Paid Leave: Key Milestones

2024

- **Public Comment on rulemaking** for Paid Leave, summer and fall 2024
- First **quarterly wage report** due Oct. 31, 2024
- Initial **Private Plan guidance** available late fall 2024

2025

- **Private Plan applications** open for employer exemptions
- Community Outreach Grants start July 2025
- Employers need to notify their employees about Paid Leave benefits by Dec. 1, 2025

2026

- **Payroll Deductions** start Jan. 1, 2026
- **Benefits and leave available to Minnesotans** Jan. 1, 2026
- **Small Business Assistance** funding available Jan. 1, 2026
- First **quarterly premium** due by April 30, 2026

EMPLOYMENT AND ECONOMIC DEVELOPMENT

Employer Roles and Responsibilities

Making Paid Leave Work

Employers' Role in Paid Leave

Paid Leave supports your employees when they need it most and strengthens connections in our families, communities, and workplaces. As an employer, you play an important role in helping your employees learn about and access Paid Leave and in building an effective program.

Educate & Inform

- ❑ Workforce Posters
- ❑ Individual Notifications

Reporting & Premiums

- ❑ Payroll deduction & premium payment
- ❑ Wage Reporting

Leave Administration

- ❑ Coordinate other leaves and payments to employees on leave
- ❑ Support return to work

Collaborate & Improve

- ❑ Collaborating on how to operationalize the law
- ❑ Providing input on how to improve over time

Informing Your Workforce

Most Minnesotans learn about their rights and benefits in the workplace. At Minnesota Paid Leave, we are eager to partner with employers to **help you be effective and enthusiastic messengers** to your employees, so you can benefit from the **improved retention, productivity, and morale** Paid Leave brings.

BY DECEMBER 2025

Employers are required to…	Minnesota Paid Leave will…
• **Hang a workforce poster** in a conspicuous place in English and any language spoken by more than 5 employees.	• Create the poster and make it available in multiple languages on our website.
• **Notify individual employees** directly in their native language within 30 days of hire or 30 days before premium collection begins.	• Create a model notification letter in multiple languages for download on our website.
• **Notify any employee in the hospitality industry determined to be a *seasonal employee*** and therefore excluded from coverage.	• Create a model notification letter in multiple languages that will be provided following a determination decision.

Reporting Wages

To determine if Minnesota workers are eligible for Paid Leave benefits, Minnesota employers will need to report wage data for their employees starting October 31, 2024.

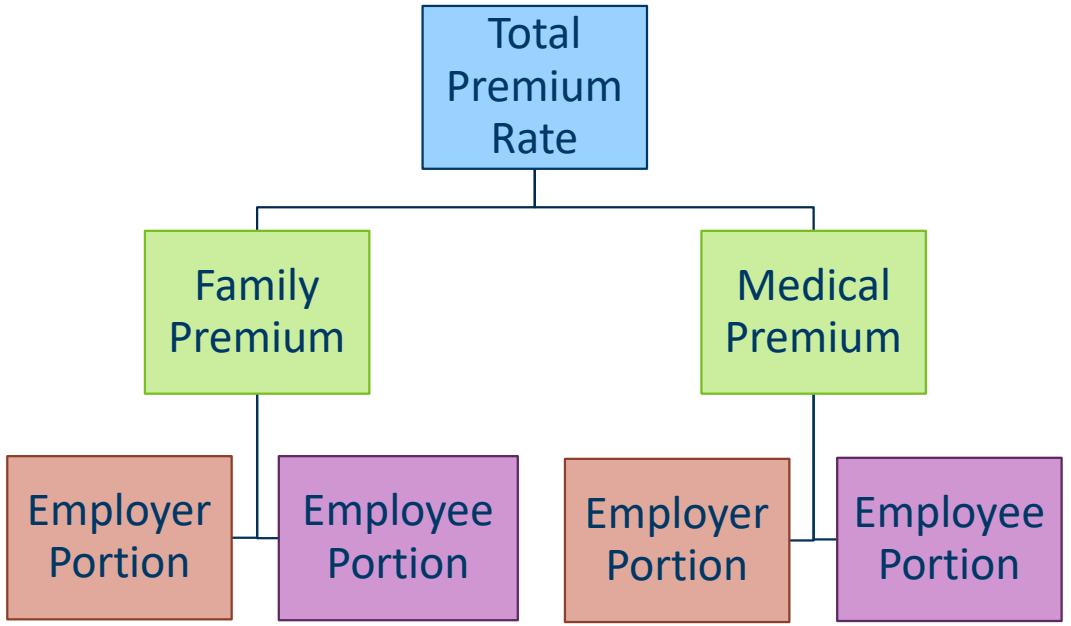
The Paid Leave program will use the same online reporting system as Unemployment Insurance (UI) to reduce the administrative burden for employers.

- **Employers that already participate in the UI system will not need to create a new account for Paid Leave.**
- Employers that do not participate in UI will create a Paid Leave Only account.
- Wages will be reported once per quarter using the current UI Wage Detail reporting process and format.

Funding the Program

Starting January 2026, Paid Leave premiums will be financed through payroll deductions on employee wages and contributions from employers. The first premium is due April 30, 2026.

- The Total Premium Rate includes premiums for both Family and Medical Leave.
- Employers can deduct up to 50% of premiums from employee paychecks, starting January 1, 2026.
- Employers may choose to pay more than their required portion for some or all employees.
- Employers with fewer than 30 employees are entitled to a reduced premium.



Coordinating Benefits and Leave

Paid Leave fits into a bigger picture for workers and employers, as many already offer various leave benefits to employees.

As a trusted messenger to your workers and with your experience in the workplace, employers will play an important role coordinating Paid Leave and other benefits.

Minnesota Paid Leave is partnering with employers and communities to deliver solutions that make Paid Leave work for all Minnesotans.

Your partnership and support for Paid Leave allows employees to take the time they need to care, builds connections in our communities and workplaces, and improves retention, productivity, and morale on the job.

Small Employer Assistance

Starting in January 2026, funding will be available to support small businesses during an employee's absence.

Qualifications:

- Minnesota employers with:
  - 30 or fewer employees
  - Average employee wage of under 150% of Statewide Average Annual Wage
    - Under $104,286 in 2023

Benefits:

- Funding up to $3,000 to
  - Hire temporary workers
  - Increase an existing workers' wages to substitute for an employee

Community Outreach Grants

Starting in July 2025, grants will be available to community-based organizations to:

- Build capacity to provide Paid Leave **outreach, education, and technical assistance** for employees, employers, and self-employed individuals
- Increase **equitable awareness, understanding and access** to Paid Leave rights and benefits.
- Learn how DEED's **outreach, education, and communications** on Paid Leave can be improved

Help Make Paid Leave Work

Your partnership and experience help make Paid Leave work.

- Check out FAQs on our website: paidleave.mn.gov
- Sign up for the Paid Leave newsletter: Minnesota Paid Leave Newsletter
- Send us questions: Paid Family and Medical Leave Question Form
- Watch for upcoming opportunities to engage and provide feedback on program and product design

DEPARTMENT OF LABOR AND INDUSTRY

Thank you + Questions

Betsy Ohrn| Minnesota Paid leave