



MINNESOTA STATE



Human Resources

AFSCME/Minnesota State Meet and Confer

Friday, November 21, 2025

10:00 a.m. – 11:30 a.m.

Minnesota State Room 1

- | | |
|---|-------------------------------|
| 1. Minnesota Paid Leave | Minnesota State |
| 2. Budget Update | AFSCME |
| 3. Enrollment Update | AFSCME |
| 4. Equity 2030 Update | Minnesota State and AFSCME |
| 5. Presidential Searches Update | AFSCME |
| 6. Workday Update | Minnesota State and AFSCME |
| 7. Enterprise Shared Services – Bookstore Collaboration | Minnesota State |
| 8. HR Service Center Update | AFSCME |
| 9. Frontline Conference Update | AFSCME |
| 10. Motorized Scooters | AFSCME |
| 11. Holidays and Workday | AFSCME |
| 12. Office and Administrative Specialist (OAS) Classification Concerns | AFSCME |
| 13. Safety Update | AFSCME |

Future Meetings:

- February 6, 2026 – 10:00 a.m.
- April 17, 2026 – 10:00 a.m.

Miss State Haslow
AFSCME Meet & Confer
11/21/25

11/18/2025



MinnState.edu

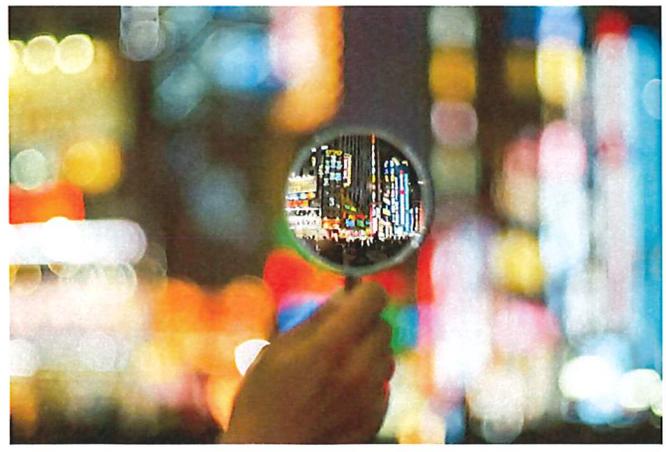
Minnesota Paid Leave (MPL)

Summary for Meet and Confer AFSCME, MAPE, MSUAASF

Minnesota State Human Resources Division
Eric Davis – Vice Chancellor of Human Resources – System Office
November 20, 2025

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Overview



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What is MPL?

The Minnesota Paid Leave (MPL) program establishes a statewide framework for paid family and medical leave, administered by the Department of Employment and Economic Development.

MPL provides wage replacement and job protection for eligible employees during qualifying life events such as:

- Serious health conditions,
- Bonding with a new child,
- Or safety-related leave.



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MPL's Impact on Minnesota State

Minnesota State:

- Systems (Workday/eServices)
- Increased complexity for payroll, HR offices, and supervisors in all areas

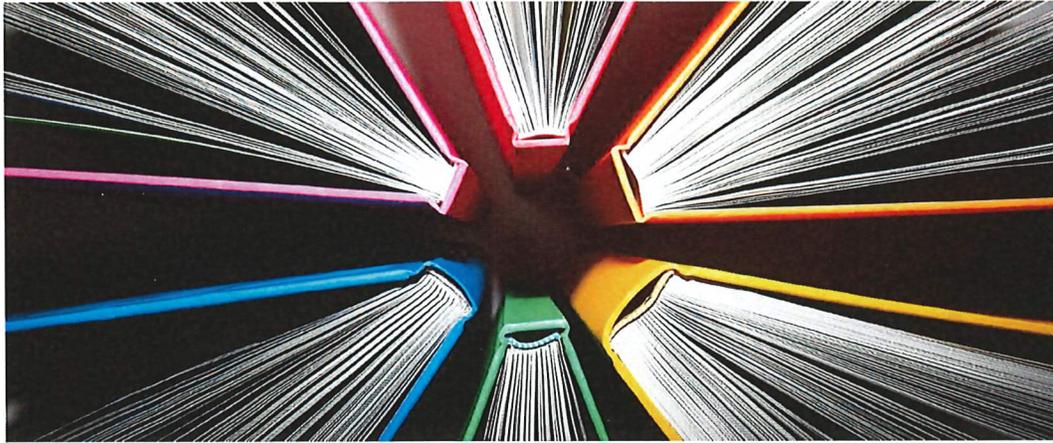
Employees:

- Employees and Student Workers eligible for MPL benefits
- Employee premiums
- Up to 20 weeks total of leave in a 12-month period



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MPL Basics



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MPL = Protected Leave + Benefit Payments



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MPL Basics

| | | |
|--|---|---|
| <p>MPL effective date: <u>January 1, 2026</u></p> | <p>Premiums (0.88%) are split evenly between employee and employer</p> | <p>Eligibility: Employees working 50% or more in MN who made at least \$3700</p> |
| <p>Types: Medical leave or Family leave</p> | <p>Leave amounts: 12 weeks but no more than 20 weeks combined</p> | <p>MPL runs concurrently with other leave types</p> |



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MPL Basics – Comparison of MPL Family Leave to FMLA Family Leave

| Minnesota Paid Leave (MPL) | FMLA |
|--|--------|
| Spouse or domestic partner | Spouse |
| Child | Child |
| Parent or spouse’s parent | Parent |
| Sibling | N/A |
| Grandchild | N/A |
| Grandparent or spouse’s grandparent | N/A |
| Son-in-law or daughter-in-law | N/A |
| Personal relationship with the employee that creates an expectation of care without compensation | N/A |



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Implementation



Important Milestones and Actions

December 1, 2025

- Employees must be provided MPL notice
- Employees must acknowledge the notice

January 1, 2026

- MPL Effective Date
- Premium deductions begin
- MPL requests may begin

MPL Notice and Request Process

By December 1, 2025:

- All employees and student workers must acknowledge receipt of MPL notice
- Institutions will provide email instructions; acknowledgements tracked via Workday, timesheets, and eServices.

When MPL Leave is Requested:

Employees: Notify employer and submit required documentation to DEED and employer.

Employers: Inform employees of leave options, review requests within 7 days, track MPL usage, and ensure compliance with law and policies



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Challenges



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Challenges

-  Configuring multiple systems
-  Student workers
-  Expanded HR and supervisor responsibilities
-  Ensuring Regular Wages are not exceeded
-  Preventing overpayments due to supplementation
-  Communicating Roles and Responsibilities

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Challenges

- Communication/coordination
- Difference in employees MPL benefit payments
- Delay for DEED benefit payments
- Coordination with other leaves
- Compliance with the law

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Leadership Priorities



ENSURING CROSS FUNCTIONAL
COORDINATION



ALLOCATE RESOURCES FOR
SYSTEM CHANGES AND
COMPLIANCE



ESTABLISH GOVERNANCE FOR
MPL IMPLEMENTATION

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Questions



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Thank you.



MINNESOTA STATE

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*Minnesota State Handout
AFSCME Negotiation
11/21/25*

**Minnesota State
Enrollment Trends
FY2026 - As of November 17, 2025**

| College/University | Summer Comparison | | | | Fall Comparison | | | | Spring Comparison | | | |
|---|-------------------|---------------|------------|-------------|-----------------|---------------|--------------|-------------|-------------------|---------------|--------------|-------------|
| | FY2025 | | FY2026 | | FY2025 | | FY2026 | | FY2025 | | FY2026 | |
| | FYE | Change | FYE | % Change | FYE | Change | % Change | FYE | Change | FYE | % Change | |
| Alexandria Technical & Community College | 118 | 146 | 28 | 23.5% | 992 | 1,131 | 138 | 14.0% | 700 | 859 | 159 | 22.7% |
| Anoka Colleges | | | | | | | | | | | | |
| Anoka-Ramsey Community College | 316 | 359 | 42 | 13.4% | 2,444 | 2,610 | 166 | 6.8% | 1,240 | 1,422 | 182 | 14.7% |
| Anoka Technical College | 106 | 116 | 10 | 9.7% | 674 | 734 | 61 | 9.0% | 348 | 384 | 35 | 10.1% |
| Central Lakes College | 135 | 125 | (10) | -7.3% | 1,349 | 1,294 | (55) | -4.1% | 595 | 591 | (4) | -0.7% |
| Century College | 673 | 653 | (20) | -3.0% | 2,621 | 2,736 | 115 | 4.4% | 1,670 | 1,667 | (3) | -0.2% |
| Dakota County Technical College | 127 | 127 | 1 | 0.6% | 1,023 | 1,031 | 9 | 0.8% | 709 | 739 | 30 | 4.2% |
| Fond du Lac Tribal and Community College | 42 | 43 | 1 | 2.4% | 477 | 515 | 38 | 7.9% | 230 | 228 | (2) | -0.9% |
| Hennepin Technical College | 287 | 329 | 42 | 14.8% | 1,424 | 1,610 | 185 | 13.0% | 777 | 881 | 104 | 13.4% |
| Inver Hills Community College | 244 | 242 | (2) | -0.7% | 1,079 | 1,120 | 41 | 3.8% | 423 | 467 | 45 | 10.6% |
| Lake Superior College | 151 | 167 | 16 | 10.5% | 1,220 | 1,235 | 15 | 1.3% | 685 | 679 | (6) | -0.9% |
| Minneapolis College | 553 | 576 | 22 | 4.0% | 2,023 | 2,058 | 35 | 1.7% | 839 | 969 | 130 | 15.5% |
| Minnesota North College | 102 | 107 | 6 | 5.6% | 1,287 | 1,297 | 10 | 0.7% | 573 | 617 | 44 | 7.7% |
| Minnesota State College Southeast | 74 | 79 | 5 | 6.4% | 690 | 705 | 15 | 2.1% | 395 | 378 | (17) | -4.3% |
| Minnesota State Community and Technical College | 184 | 198 | 15 | 7.9% | 1,724 | 1,797 | 73 | 4.3% | 772 | 963 | 191 | 24.7% |
| Minnesota West Community and Technical College | 127 | 164 | 37 | 28.8% | 1,019 | 1,072 | 52 | 5.1% | 487 | 549 | 62 | 12.6% |
| Normandale Community College | 794 | 834 | 40 | 5.0% | 3,385 | 3,632 | 247 | 7.3% | 1,962 | 2,124 | 162 | 8.3% |
| North Hennepin Community College | 280 | 292 | 13 | 4.5% | 1,494 | 1,545 | 51 | 3.4% | 780 | 811 | 31 | 3.9% |
| Northland Community and Technical College | 79 | 96 | 17 | 21.5% | 752 | 836 | 84 | 11.1% | 451 | 470 | 20 | 4.4% |
| Northwest Technical College | 44 | 56 | 12 | 27.2% | 305 | 324 | 19 | 6.1% | 239 | 226 | (13) | -5.6% |
| Pine Technical and Community College | 41 | 46 | 4 | 10.8% | 419 | 459 | 40 | 9.6% | 169 | 143 | (26) | -15.4% |
| Ridgewater College | 88 | 113 | 24 | 27.7% | 1,103 | 1,199 | 96 | 8.7% | 839 | 859 | 20 | 2.3% |
| Riverland Community College | 116 | 126 | 9 | 8.0% | 1,092 | 1,170 | 78 | 7.1% | 729 | 818 | 89 | 12.2% |
| Rochester Community and Technical College | 236 | 262 | 26 | 11.1% | 1,629 | 1,705 | 76 | 4.7% | 1,033 | 1,077 | 44 | 4.3% |
| St. Cloud Technical and Community College | 235 | 253 | 18 | 7.6% | 1,381 | 1,412 | 31 | 2.2% | 855 | 863 | 9 | 1.0% |
| Saint Paul College | 362 | 413 | 52 | 14.2% | 1,656 | 1,818 | 162 | 9.8% | 1,011 | 1,052 | 41 | 4.1% |
| South Central College | 94 | 130 | 36 | 37.9% | 854 | 867 | 13 | 1.5% | 502 | 521 | 19 | 3.8% |
| College Totals: | 5,608 | 6,051 | 443 | 7.9% | 34,116 | 35,909 | 1,793 | 5.3% | 19,011 | 20,354 | 1,343 | 7.1% |
| Bemidji State University | 322 | 339 | 17 | 5.3% | 1,541 | 1,540 | (2) | -0.1% | 984 | 1,018 | 35 | 3.5% |
| Metropolitan State University | 866 | 1,030 | 164 | 19.0% | 2,282 | 2,438 | 156 | 6.8% | 1,366 | 1,497 | 131 | 9.6% |
| Minnesota State University, Mankato | 1,151 | 1,214 | 63 | 5.5% | 6,349 | 6,477 | 128 | 2.0% | 4,180 | 4,182 | 3 | 0.1% |
| Minnesota State University Moorhead | 582 | 575 | (7) | -1.1% | 1,773 | 1,859 | 86 | 4.9% | 1,395 | 1,499 | 104 | 7.4% |
| St. Cloud State University | 762 | 735 | (28) | -3.6% | 3,336 | 3,215 | (122) | -3.6% | 1,749 | 1,706 | (43) | -2.4% |
| Southwest Minnesota State University | 265 | 309 | 44 | 16.7% | 1,976 | 2,170 | 194 | 9.8% | 743 | 808 | 65 | 8.7% |
| Winona State University | 492 | 499 | 7 | 1.4% | 2,673 | 2,740 | 67 | 2.5% | 2,084 | 2,208 | 124 | 6.0% |
| University Totals: | 4,440 | 4,701 | 261 | 5.9% | 19,931 | 20,439 | 508 | 2.6% | 12,501 | 12,919 | 418 | 3.3% |
| Total | 10,048 | 10,752 | 704 | 7.0% | 54,047 | 56,348 | 2,301 | 4.3% | 31,512 | 33,273 | 1,761 | 5.6% |