



MINNESOTA STATE

Human Resources

IFO/Minnesota State Meet and Confer

Friday, November 14, 2025

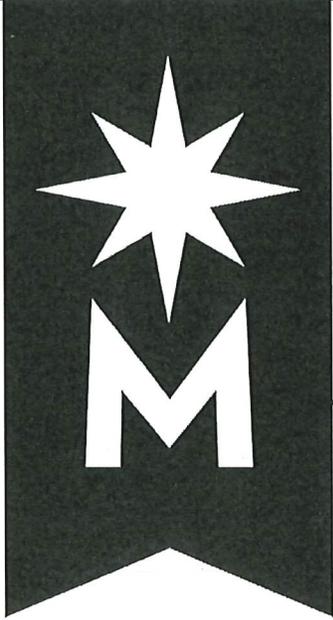
8:30 a.m. – 10:30 a.m.

Minnesota State Room 1

- | | |
|---|-----------------|
| 1. Minnesota Paid Leave | Minnesota State |
| 2. Common Course Numbering | IFO |
| 3. Course Identifier Project | IFO |
| 4. Workday Update | Minnesota State |
| 5. Committee Appointments | IFO |
| 6. Equity 2030 Update | Minnesota State |
| 7. Procedure and Operating Instruction Changes | IFO |
| a) Procedure 1B.4.2 Inclusive and Accessible Learning Environments | |
| b) Procedure 1B.4.1 Reasonable Accommodation in Employment | |
| c) Operating Instruction 1B.4.2.1 Annual Digital Accessibility Audit and Form | |
| 8. ADA Compliance | Minnesota State |

Future Meetings:

- February 13, 2026 – 8:30 a.m.
- April 10, 2026 – 8:30 a.m.



Minnesota Paid Leave (MPL)

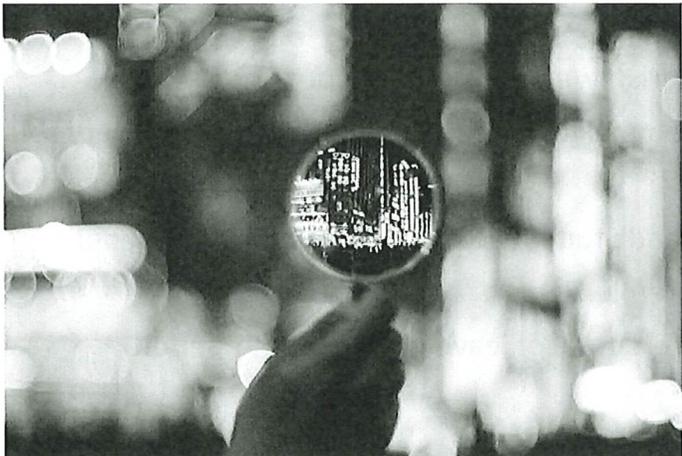
Summary for Meet and Confer

Minnesota State Human Resources Division
Paul McIntyre – Assistant Director for Labor Relations
November 14, 2025

MinnState.edu

1

Overview



2

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.



3

MPL's Impact on Minnesota State

Minnesota State:

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

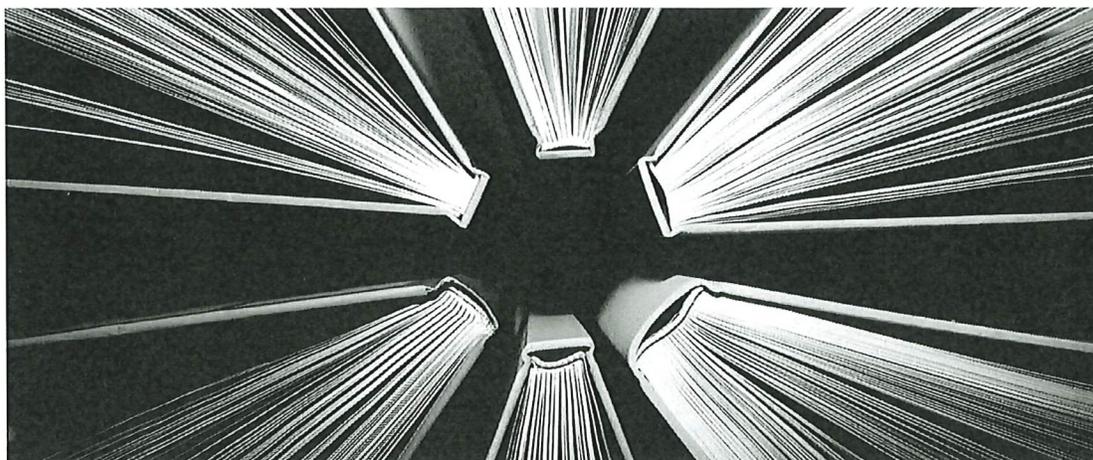
Employees:

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



4

MPL Basics



5

MPL = Protected Leave + Benefit Payments



6

MPL Basics

MPL effective date:
January 1, 2026

Premiums (0.88%)
are split evenly
between employee
and employer

Eligibility: Employees
working 50% or more
in MN who made at
least \$3700

Types: Medical leave
or Family leave

Leave amounts: 12
weeks but no more
than 20 weeks
combined

MPL runs
concurrently with
other leave types



7

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



8

Implementation



9

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



10

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



Challenges



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

Challenges – Faculty

- Leave under the CBA taken in Half or Full Day increments
- Difference in MPL benefit payments
- Delay for DEED benefit payments
- Continuity for students
- Coordination with other leaves
- Compliance with the law

Leadership Priorities



ENSURING CROSS FUNCTIONAL
COORDINATION



ALLOCATE RESOURCES FOR
SYSTEM CHANGES AND
COMPLIANCE



ESTABLISH GOVERNANCE FOR
MPL IMPLEMENTATION

Questions



Thank you.



MINNESOTA STATE

30 East 7th Street, Suite 350
St. Paul, MN 55101-7804

651-201-1800
888-667-2848

MinnState.edu

This document is available in alternative formats to individuals with disabilities. To request an alternate format, contact Human Resources at 651-201-1664.
Individuals with hearing or speech disabilities may contact us via their preferred Telecommunications Relay Service.
Minnesota State is an affirmative action, equal opportunity employer and educator.