



**MINNESOTA STATE**



## Human Resources

### **MAPE/Minnesota State Meet and Confer**

Friday, December 5, 2025

1:30 p.m. – 3:00 p.m.

Minnesota State Room 1

1. Minnesota Paid Leave	Minnesota State
2. Budget/BESIs/Enrollment Update	MAPE
a) Non-Credit Numbers	
b) Other Duties as Assigned Update	
c) Lessening Initiatives	
3. Workday Update	Minnesota State
4. Reallocations	MAPE
5. Equity 2030 Update	Minnesota State
6. Performance Review Follow-Up	MAPE
7. Retaliation/Toxic Work Environment	MAPE
8. CRM	MAPE
9. ICE Raids	MAPE

#### Future Meetings:

- February 26, 2026 – 10:00 a.m.
- April 24, 2026 – 10:00 a.m.



**Minnesota Paid Leave (MPL)**

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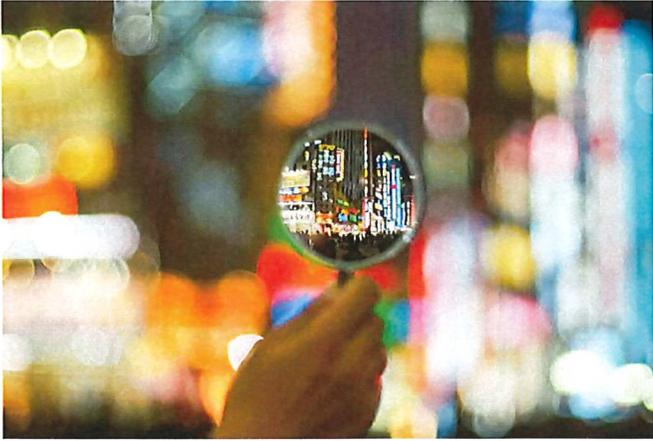
**Summary for Meet and Confer AFSCME, MAPE, MSUAASF**

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

MinnState.edu

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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

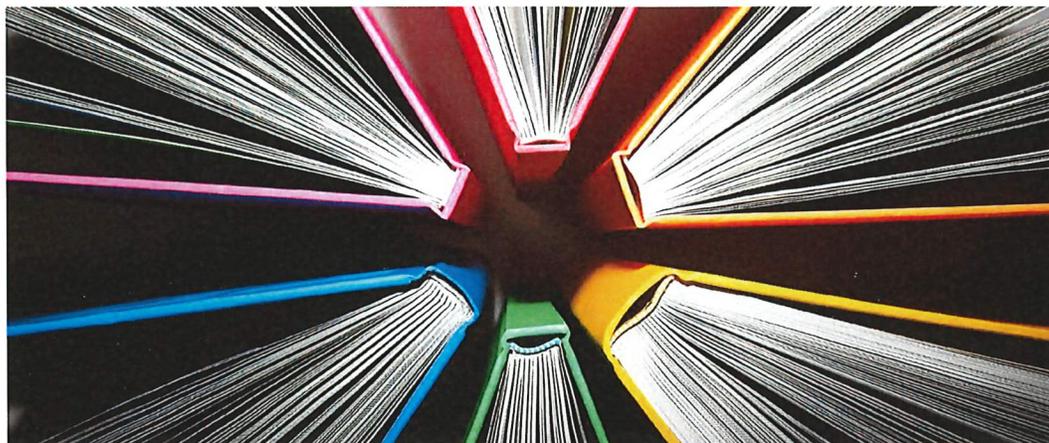
### Employees:

- 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

**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



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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



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## 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



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## 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

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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 is an affirmative action, equal opportunity employer and educator.

**Customized Training and Continuing Education Revenues (\$millions)**  
**Minnesota State Colleges and Universities**  
**FY2019 through FY2024**

Colleges	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	Change FY2019 to FY2024
Alexandria Technical and Community College	\$ 0.897	\$ 0.877	\$ 0.753	\$ 0.912	\$ 0.890	\$ 1.002	\$ 0.104
<b>Anoka Colleges</b>	<b>\$ 1.686</b>	<b>\$ 1.073</b>	<b>\$ 1.413</b>	<b>\$ 1.561</b>	<b>\$ 1.541</b>	<b>\$ 2.310</b>	<b>\$ 0.625</b>
Anoka-Ramsey Community College	\$ 1.236	\$ 0.458	\$ 1.413	\$ 1.561	\$ 1.541	\$ 1.668	\$ 0.432
Anoka Technical College	\$ 0.450	\$ 0.615	\$ -	\$ -	\$ -	\$ 0.642	\$ 0.192
Central Lakes College	\$ 0.467	\$ 0.787	\$ 0.532	\$ 0.395	\$ 0.349	\$ 0.346	\$ (0.121)
Century College	\$ 2.281	\$ 1.886	\$ 1.924	\$ 2.117	\$ 2.346	\$ 2.163	\$ (0.118)
Dakota County Technical College	\$ 1.600	\$ 1.489	\$ 1.747	\$ 1.966	\$ 3.103	\$ 2.995	\$ 1.395
Fond du Lac Tribal and Community College	\$ 0.338	\$ 0.696	\$ 0.778	\$ 0.641	\$ 2.120	\$ 0.988	\$ 0.650
Hennepin Technical College	\$ 2.285	\$ 2.314	\$ 2.105	\$ 2.122	\$ 2.713	\$ 2.361	\$ 0.076
Inver Hills Community College	\$ 0.764	\$ 0.679	\$ 0.402	\$ 0.282	\$ 0.371	\$ 0.335	\$ (0.429)
Lake Superior College	\$ 2.609	\$ 2.248	\$ 2.614	\$ 2.764	\$ 3.279	\$ 3.154	\$ 0.545
Minneapolis Community and Technical College	\$ 0.809	\$ 0.632	\$ 0.912	\$ 0.925	\$ 1.035	\$ 0.917	\$ 0.108
Minnesota North College					\$ 1.897	\$ 1.961	
Minnesota State College Southeast	\$ 0.859	\$ 0.401	\$ 0.720	\$ 0.665	\$ 0.985	\$ 1.095	\$ 0.236
Minnesota State Community and Technical College	\$ 1.483	\$ 1.316	\$ 1.215	\$ 1.827	\$ 2.312	\$ 2.563	\$ 1.080
Minnesota West Community and Technical College	\$ 0.947	\$ 0.663	\$ 0.574	\$ 2.612	\$ 1.230	\$ 0.913	\$ (0.034)
Normandale Community College	\$ 0.890	\$ 0.957	\$ 0.876	\$ 0.988	\$ 0.945	\$ 0.579	\$ (0.311)
North Hennepin Community College	\$ -	\$ 0.000	\$ -	\$ -			
<b>Northeast Higher Education District</b>	<b>\$ 1.798</b>	<b>\$ 1.403</b>	<b>\$ 1.884</b>	<b>\$ 1.670</b>			
Hibbing Community College	\$ 1.798	\$ 1.403	\$ 1.884	\$ 1.670			
Itasca Community College	\$ 1.798	\$ 1.403	\$ 1.884	\$ 1.670			
Mesabi Range College	\$ 1.798	\$ 1.403	\$ 1.884	\$ 1.670			
Rainy River Community College	\$ 1.798	\$ 1.403	\$ 1.884	\$ 1.670			
Vermilion Community College	\$ 1.798	\$ 1.403	\$ 1.884	\$ 1.670			
Northland Community and Technical College	\$ 1.517	\$ 1.267	\$ 0.596	\$ 0.391	\$ 0.330	\$ 0.322	\$ (1.194)
Northwest Technical College - Bemidji	\$ 0.073	\$ 0.001	\$ -	\$ 0.003	\$ 0.068	\$ 0.057	\$ (0.016)
Pine Technical and Community College	\$ 0.500	\$ 0.386	\$ 3.224	\$ 0.719	\$ 0.764	\$ 0.719	\$ 0.219
Ridgewater College	\$ 2.592	\$ 1.608	\$ 2.165	\$ 2.166	\$ 2.576	\$ 2.405	\$ (0.187)
Riverland Community College	\$ 0.794	\$ 0.654	\$ 0.560	\$ 0.808	\$ 0.865	\$ 0.775	\$ (0.018)
Rochester Community and Technical College	\$ 0.958	\$ 0.884	\$ 0.970	\$ 0.894	\$ 0.840	\$ 0.572	\$ (0.386)
St. Cloud Technical and Community College	\$ 0.926	\$ 0.682	\$ 0.549	\$ 1.046	\$ 2.720	\$ 0.817	\$ (0.109)
Saint Paul College	\$ 0.836	\$ 0.675	\$ 0.668	\$ 1.484	\$ 1.507	\$ 2.005	\$ 1.169
South Central College	\$ 1.973	\$ 1.556	\$ 1.986	\$ 1.946	\$ 1.632	\$ 2.085	\$ 0.112
<b>Subtotal: Colleges</b>	<b>\$ 29.853</b>	<b>\$ 25.134</b>	<b>\$ 29.166</b>	<b>\$ 30.902</b>	<b>\$ 36.419</b>	<b>\$ 33.440</b>	<b>\$ 3.587</b>
<b>Universities</b>							
Bemidji State University	\$ 0.073	\$ 0.001	\$ -	\$ 0.003	\$ 0.068	\$ 0.057	\$ (0.016)
Metropolitan State University	\$ 0.747	\$ 0.689	\$ 0.861	\$ 1.066	\$ 1.435	\$ 2.276	\$ 1.529
Minnesota State University, Mankato	\$ 1.376	\$ 1.435	\$ 1.119	\$ 1.146	\$ 1.862	\$ 0.842	\$ (0.533)
Minnesota State University Moorhead	\$ 0.522	\$ 0.345	\$ 0.403	\$ 0.372	\$ 0.364	\$ 0.615	\$ 0.093
St. Cloud State University	\$ 0.940	\$ 0.190	\$ 0.142	\$ 0.260	\$ 0.191	\$ 0.236	\$ (0.703)
Southwest Minnesota State University	\$ 0.197	\$ 0.042	\$ 0.000	\$ -	\$ -	\$ -	\$ (0.197)
Winona State University	\$ 0.201	\$ 0.167	\$ 0.340	\$ 0.213	\$ 0.310	\$ 0.288	\$ 0.088
<b>Subtotal: Universities</b>	<b>\$ 4.011</b>	<b>\$ 2.867</b>	<b>\$ 2.865</b>	<b>\$ 3.057</b>	<b>\$ 4.161</b>	<b>\$ 4.258</b>	<b>\$ 0.247</b>
<b>System Total</b>	<b>\$ 33.864</b>	<b>\$ 28.001</b>	<b>\$ 32.031</b>	<b>\$ 33.959</b>	<b>\$ 40.580</b>	<b>\$ 37.698</b>	<b>\$ 3.834</b>

Data as of March 2025

Definition: Total customized training revenue received in a fiscal year net of state appropriations.

**Minnesota State**  
**Enrollment Trends**  
**FY2026 - As of December 2, 2025**

College/University	Summer Comparison				Fall Comparison				Spring Comparison			
	FYE		Change	% Change	FYE		Change	% Change	FYE		Change	% Change
	FY2025	FY2026			FY2025	FY2026			FY2025	FY2026		
Alexandria Technical & Community College	118	146	28	23.5%	992	1,132	140	14.1%	782	918	136	17.4%
<b>Anoka Colleges</b>												
Anoka-Ramsey Community College	316	359	42	13.4%	2,444	2,609	165	6.8%	1,472	1,641	169	11.5%
Anoka Technical College	106	116	10	9.7%	674	734	60	8.9%	430	441	11	2.7%
Central Lakes College	135	125	(10)	-7.3%	1,352	1,300	(52)	-3.8%	680	680	(1)	-0.1%
Century College	673	653	(20)	-3.0%	2,619	2,736	117	4.4%	1,962	1,924	(38)	-2.0%
Dakota County Technical College	127	127	1	0.6%	1,024	1,033	9	0.9%	747	791	44	5.9%
Fond du Lac Tribal and Community College	42	43	1	2.4%	477	514	37	7.7%	250	252	3	1.0%
Hennepin Technical College	287	329	42	14.8%	1,427	1,609	182	12.7%	894	1,003	109	12.2%
Inver Hills Community College	244	242	(2)	-0.7%	1,079	1,120	41	3.8%	532	587	54	10.2%
Lake Superior College	151	167	16	10.5%	1,221	1,240	18	1.5%	787	785	(2)	-0.2%
Minneapolis College	553	576	22	4.0%	2,021	2,077	56	2.8%	1,115	1,207	92	8.2%
Minnesota North College	102	107	6	5.6%	1,287	1,296	9	0.7%	765	822	57	7.4%
Minnesota State College Southeast	74	79	5	6.4%	690	705	15	2.1%	450	420	(30)	-6.7%
Minnesota State Community and Technical College	184	198	15	7.9%	1,724	1,797	73	4.2%	907	1,067	159	17.6%
Minnesota West Community and Technical College	127	164	37	28.8%	1,023	1,076	54	5.3%	602	678	76	12.6%
Normandale Community College	794	834	40	5.0%	3,383	3,630	247	7.3%	2,338	2,473	135	5.8%
North Hennepin Community College	280	292	13	4.5%	1,494	1,547	53	3.6%	945	983	39	4.1%
Northland Community and Technical College	79	96	17	21.5%	753	837	84	11.1%	539	610	71	13.2%
Northwest Technical College	44	56	12	27.2%	305	324	19	6.1%	267	264	(3)	-1.2%
Pine Technical and Community College	41	46	4	10.8%	419	460	41	9.8%	188	179	(10)	-5.1%
Ridgewater College	88	113	24	27.7%	1,103	1,199	96	8.7%	962	1,024	62	6.4%
Riverland Community College	116	126	9	8.0%	1,094	1,171	77	7.1%	752	842	90	11.9%
Rochester Community and Technical College	236	262	26	11.1%	1,628	1,704	76	4.7%	1,178	1,224	46	3.9%
St. Cloud Technical and Community College	235	253	18	7.6%	1,381	1,412	31	2.2%	1,012	1,038	26	2.5%
Saint Paul College	362	413	52	14.2%	1,655	1,817	162	9.8%	1,150	1,224	74	6.4%
South Central College	94	130	36	37.9%	855	867	12	1.5%	600	603	4	0.6%
<b>College Totals:</b>	<b>5,608</b>	<b>6,051</b>	<b>443</b>	<b>7.9%</b>	<b>34,125</b>	<b>35,946</b>	<b>1,821</b>	<b>5.3%</b>	<b>22,309</b>	<b>23,681</b>	<b>1,372</b>	<b>6.1%</b>
Bemidji State University	322	339	17	5.3%	1,541	1,537	(4)	-0.3%	1,122	1,133	11	1.0%
Metropolitan State University	866	1,030	164	19.0%	2,282	2,438	156	6.8%	1,613	1,749	136	8.4%
Minnesota State University, Mankato	1,151	1,214	63	5.5%	6,349	6,479	130	2.0%	4,649	4,648	(1)	0.0%
Minnesota State University Moorhead	582	575	(7)	-1.1%	1,773	1,859	86	4.9%	1,465	1,577	112	7.6%
St. Cloud State University	762	735	(28)	-3.6%	3,337	3,215	(122)	-3.7%	1,995	1,897	(98)	-4.9%
Southwest Minnesota State University	265	309	44	16.7%	1,977	2,171	194	9.8%	867	895	28	3.2%
Winona State University	492	499	7	1.4%	2,672	2,740	68	2.5%	2,260	2,324	64	2.8%
<b>University Totals:</b>	<b>4,440</b>	<b>4,701</b>	<b>261</b>	<b>5.9%</b>	<b>19,931</b>	<b>20,439</b>	<b>508</b>	<b>2.5%</b>	<b>13,971</b>	<b>14,223</b>	<b>252</b>	<b>1.8%</b>
<b>Total</b>	<b>10,048</b>	<b>10,752</b>	<b>704</b>	<b>7.0%</b>	<b>54,056</b>	<b>56,384</b>	<b>2,329</b>	<b>4.3%</b>	<b>36,281</b>	<b>37,905</b>	<b>1,624</b>	<b>4.5%</b>

**Fiscal Year 2025  
Non-Credit Open Enrollment Classes**

<u>Institution</u>	<u>Participant Hours</u>	<u>Enrollment Total</u>	<u>Total Classes</u>
Pine Technical and Community College	599818	1592	186
Alexandria Technical & Community College	35644	4299	357
Minnesota West Community & Technical College	80856	2858	265
Saint Paul College	137285	4804	634
Minnesota North College, Bemidji State University, Northwest Technical College	105883	11858	1118
South Central College	67663	10686	682
Dakota County Technical College and Inver Hills Community College	90671	5947	724
Minnesota State Community and Technical College - Workforce Development Solutions	105117	7441	705
Ridgewater College	63770	5818	661
Rochester Community and Technical College	35589	5277	379
Fond du Lac Tribal and Community College	74228	1597	94
Anoka Technical College	20810	3401	588
Winona State University	21360	806	38
Minneapolis College	38098	2963	509
Central Lakes College	8718	1901	215
St Cloud Technical & Community College	27993	2917	296
Hennepin Technical College	44317	3421	370
Lake Superior College	90906	6634	345
Riverland Community College	574414	4505	331
Northland Community & Technical College	30841	3536	214
Healthforce Minnesota	7568	282	13
Minnesota State College Southeast	127115	3091	231
Minnesota Highway Safety & Research Center	248	62	5
Century College	328536	8771	930
Minnesota State System Office	6463	469	20
Bemidji State University	706	73	6
Minnesota State University, Mankato	26946	2767	88
Anoka-Ramsey Community & Anoka Technical Colleges - Professional & Workforce Training	20739	468	42
St. Cloud State University	83702	3599	222
Northwest Technical College	554	198	33
Inver Hills Community College	2811	146	20
Normandale Community College	11115	24	2
Metropolitan State University	750	32	2
Totals:	2871232	112243	10325