

| Article 1 (House/Senate section) | Proposed Effective Date |
|---|---|
| Section 1/1: Data | July 1, 2023 |
| Section 2/House: Private Insurance product | July 1, 2023 |
| Section 3/Section2: Compliance Orders | July 1, 2023 |
| Section 4/Sections3: Earnings Statement | Jan 1, 2026 |
| Senate Section: MAEPD | Jan 1, 2026 |
| House Section 5: PCA clarification | July 1, 2024 (necessary for wage detail) |
| Section 8/Section 4: Use of Data | July 1, 2023 |
| Section 9/Section 5: Definitions | July 1, 2023 |
| Section 10/Section 6: Program Creation | Following enactment |
| Section 11/Section 7: Payment of Benefits | Jan 1, 2026 |
| Section 12/8: Benefit Account | Nov 1, 2025 (60 day before application) |
| Section 13/9: Changed Circumstances | Nov 1, 2025 (60 day before application) |
| Section 14/10: Eligibility | Nov 1, 2025 (60 day before application) |
| Section 15/11: Determination | Nov 1, 2025 (60 day before application) |
| Section 16/12: Appeal | Nov 1, 2025 (60 day before application) |
| Section 17/13: Leave/Notice | Jan 1, 2026, except Subd 2/Subd 1 Employer Notice Nov 1, 2025 |
| Section 18/14: Employment Protections | Jan 1, 2026, except Subd 1-4 (Retaliation, Interference, Waiver of Rights, Benefit Assignment) Nov 1, 2025 |
| Section 19/15: Private Plan | January 1, 2024 (or July 1, 2025) |
| Section 20/16: Self Employed Coverage | January 1, 2024 (or July 1, 2025) |
| Section 21/17: Wage Reporting | July 1, 2024 (18 months before Benefits) |
| Section 22/18: Employer Premiums | Jan 1, 2026 |
| Section 24/20: Income Tax | Jan 1, 2026 |
| Section 25/21: Premium Collection | Jan 1, 2026 |
| Section 26/22: Child Support | Jan 1, 2026 |
| Section 27/23: Compromise | Jan 1, 2026 |
| Section 28/24: Admin Costs | July 1, 2025 (align with Appropriations) |
| Section 29/24: Outreach | Upon enactment |
| Section 30/26: Overpayments | Jan 1, 2026 |
| Sections 31, 32, 33/27, 28, 29: Employer Misconduct, Subpoenas, Liens | July 1, 2024 (same as wage detail) |
| Section 35/31: Conciliation | Nov 1, 2025 |
| Section 36/32: Reports | Jan 1, 2026 (align due dates to Jan 1, 2027) |
| Section 37/33: Notice Requirements | Nov 1, 2025 |
| Section 38/34: Construction | Jan 1, 2026 |
| Section 39/35: Severability | After enactment |
| Section 40/36: Small Business Grants | Jan 1, 2026 |
| Section 41/40: Application | Proposed language: Family and Medical benefits under MN Statutes 268B may be paid starting January 1, 2026. (Leave out "applied for") |
| Article 2: Earnings | Jan 1, 2026 |