

**Subject** Paid family medical leave

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## Overview

This bill exempts employers with 15 or fewer employees from the Minnesota Paid Leave Law, though such employers may opt into coverage.

## Summary

| Section | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
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| 1       | <p><b>Covered employment.</b></p> <p>Makes employment by an employer with 15 employees or less not covered employment for the paid leave program, unless the employer opts into coverage.</p> <p>Effective date: This section is effective January 1, 2027.</p>                                                                                                                                                                                                                                            |
| 2       | <p><b>Employee.</b></p> <p>Removes employees of an employer with 15 employees or less from the definition of “employee” for the paid leave program, unless the employer opts into coverage.</p> <p>Effective date: This section is effective January 1, 2027.</p>                                                                                                                                                                                                                                          |
| 3       | <p><b>Employer.</b></p> <p>States that an employer with 15 or fewer employees is not included in the Minnesota Paid Leave Law’s definition of “employer,” unless the employer has opted into coverage.</p> <p>Effective date: This section is effective January 1, 2027.</p>                                                                                                                                                                                                                               |
| 4       | <p><b>[268B.115] Small employer election of coverage.</b></p> <p>Allows an employer with 15 or fewer employees to opt into coverage for their employees from the paid medical and family leave programs using a similar procedure to how independent contractors and self-employed individuals may opt into the program. Sets a timeline for when benefits can be gained, a process for applying, and a method to drop coverage, as well as how coverage may be terminated for nonpayment of premiums.</p> |

| Section | Description |
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|  | Effective date: This section is effective September 1, 2026. |
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