

 Minnesota - Employer Notice Requirements						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
Minnesota Pregnancy and Parental Leave Act (MNPPL)	Leave	21 or more employees at one worksite (Effective 7/1/23) 1 employee (US)	N/A	N/A	N/A	N/A
Minnesota Paid Family and Medical Leave (MN PFML)*	Leave and Pay	1 employee	N/A	Yes - provided to the employee 30 days of hire and must be acknowledged by the employee. Program Notice under development by the state.	Yes	N/A

*Upcoming law (not active) - final details of the MN PFML law are pending. Contributions to the program are expected to begin January 2026, the law and it's associated benefits become available to employees in January 2026 also.

ADDITIONAL INSIGHTS

The above handbook, new hire and employer poster requirements, if applicable (see above the requirements for each state), only apply if you are considered a Covered Employer under each law (see _____)

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