

<div>Larkin</div> <div>Minnesota - Employer Notice Requirements</div>						
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	1 employee (US)	N/A	N/A	N/A	N/A
Minnesota Paid Leave Law (MN PLL)*	Leave and Pay	1 employee (MN)	N/A	Yes - provided to the employee within 30 days of hire and must be acknowledged by the employee. Program Notice under development by the state.	Yes - As of November 2025, prior to benefits beginning January 2026.	N/A

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

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 "Covered Employer" field).

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