

# The Work Week

Bassford Remele Employment Practice Group



**February 17, 2025**

Welcome to another edition of *The Work Week with Bassford Remele*. Each Monday morning, we will publish and send a new article to your inbox to hopefully assist you in jumpstarting your work week.

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## **Minnesota Legislative Session: Battles Over Paid Family and Medical Leave**

[Beth L. LaCanne](#)

Every legislative session brings proposals for new laws and changes to existing laws. One existing law that is under fire is Minnesota's controversial paid family and medical leave ("PFML"), which was enacted during the 2023 legislative session. Below are some of the changes that have been proposed since the start of this legislative session. Whether the PFML program will look the same or have significant changes is to be determined.

As covered in [previous editions of The Work Week](#), Minnesota's PFML program is set to begin on January 1, 2026. The PFML program will provide Minnesota workers with partial wage replacement for up to 12 weeks when they take leave for a variety of reasons, such as bonding with a child, recovering from a serious illness, or taking care of family members who are recovering from a serious illness.

One recent bill presented in the House of Representatives, HF11, sought to delay the implementation of PFML. However, that bill was tabled on the House Floor last Monday. A tabled bill usually means the bill will not go any further. Unless HF11 is revived or a similar bill is proposed in the Senate, PFML will begin on January 1, 2026, as originally enacted.

Another bill, HF1976, seeks to amend the PFML law by reducing the 12-week maximum leave to 6 weeks for businesses with 50 or fewer employees. The bill also proposes restricting the definition of "family member." Specifically, the bill removes individuals who have a personal relationship with the employee such that the individual expects and relies on the employee to care for the individual. Additionally, the bill seeks to expand the definition of "seasonal workers" to include employees who work six months or less (compared to the current length of five months or less). In addition, the bill proposes a modification to the calculation of the benefit amount and to allow private administration of some portions of the program.

While there may be some modifications to PFML during the 2025 legislative session, it appears the program will go forward and Minnesotans will be eligible for benefits beginning on January 1, 2026. Although benefits are not available until January 1, employers should be undertaking necessary steps to ensure they are ready when January 1 comes, including such things as reviewing and revising policies, developing procedures related to managing requests when they are received, deciding whether to utilize the state's plan or enroll in a private plan, and payroll deductions to meet the funding requirements.

At Bassford Remele, we monitor legislative activity at both the state and federal levels so that we can advise clients regarding the impact of new or amended legislation. During this legislative session, we will keep a close eye on any proposed legislation that may impact employers, and provide updates as the session progresses. We also advise on employer's policies and procedures to ensure compliance with state and federal laws.

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