

COURSE INFORMATION

LIVE IN PERSON

Tuesday, October 7, 2025
Minnesota CLE Conference Center
600 Nicollet Mall, Suite 370
Third Floor City Center, Minneapolis

ONLINE REPLAY

Monday, October 20, 2025
Wednesday, November 5, 2025
View online at www.minncle.org

A moderator will be available to answer questions by email.

HOW TO REGISTER

Register online at www.minncle.org. Email customerservice@minncle.org or call **800-759-8840** for assistance.

COURSE MATERIALS

In-person attendees will receive hard copies of any course materials submitted. All attendees will have access to all course materials via their Minnesota CLE online accounts.

CREDITS

Minnesota CLE is applying to the Minnesota State Board of CLE for **6.0 standard CLE credits**. Minnesota CLE is also applying to the Minnesota State Bar Association for **6.0 labor and employment law specialist credits**. Minnesota CLE is also applying to the Human Resource Certification Institute for **6.0 HR (General) recertification credit hours**. Minnesota CLE is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP. This program is valid for **6.0 PDCs for the SHRM-CP or SHRM-SCP**. For more information about certification or recertification, please visit www.shrmcertification.org. The maximum number of total credits attendees may claim is 6.0 credits.

SCHOLARSHIPS AVAILABLE

Minnesota CLE maintains a scholarship program for those with a financial need. Contact customerservice@minncle.org for further details or to obtain an application.

ACCOMMODATION

If you have a disability and need an accommodation in order to attend this seminar, contact Minnesota CLE as soon as possible at **800-759-8840** or customerservice@minncle.org.

CANCELLATION POLICY / NO-SHOW POLICY

Paid registrants who cancel before the seminar will receive a refund upon request. Paid registrants who do not cancel and are unable to attend will retain access to the seminar materials through their Minnesota CLE website account.

QUESTIONS?

customerservice@minncle.org
www.minncle.org
800-759-8840

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DATED MATERIAL – PLEASE EXPEDITE!



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your mobile device or register
online.



Minnesota's New Paid Leave Law

How to Navigate the Maze

Tuesday, October 7, 2025
Attend In Person

 MINNESOTA CONTINUING
LEGAL EDUCATION
Your Success Is Our Goal

**New Law
Effective
January 1, 2026!**

Minnesota's New Paid Leave Law

How to Navigate the Maze

Leave the confusion behind.

Questions about Minnesota's new Paid Leave program? We've got the answers – for employees, employers, and attorneys – so you can navigate the rollout with confidence.

SEMINAR TAKEAWAYS INCLUDE:

- An overview of the Paid Family and Medical Leave Act
- How to calculate concurrent leaves
- Practical strategies for employers
- Guidance on public sector and union-specific nuances
- Insights from a private insurance company representative on equivalent plans
- And much more!

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8:30 – 9:00 a.m.
CHECK-IN & CONTINENTAL BREAKFAST

9:00 – 9:05 a.m.

Welcome and Introduction

– Penny Phillips, Course Chair

9:05 – 10:05 a.m.

Paid Family and Medical Leave in Minnesota: A Practical Overview

What it is, who it covers, key features, and why it matters to you!

– Penny Phillips

10:05 – 10:10 a.m. BREAK

10:10 – 11:10 a.m.

Calculating Concurrent Leaves: Juggling MPL, ESST, FMLA and PFMLA Without Dropping the Ball

Employees may qualify for multiple leave programs at once. Learn practical strategies for coordinating so everyone gets the time they need while employers stay on solid legal ground.

– Sharon S. Beck

– Amy B. Conway

11:10 – 11:20 a.m. BREAK

11:20 a.m. – 12:20 p.m.

Get It Right: Practical Leave Strategies for Employers

Representatives from the Minnesota Department of Employment and Economic Development (DEED) and the Minnesota Department of Labor and Industry provide authoritative guidance on the PFML program, including employer obligations and compliance strategies. Get practical tips and answers to common questions at this session.

– Sara B. Ellstra

– Kate Kunitz

12:20 – 1:00 p.m.
LUNCH BREAK (on your own)

1:00 – 2:00 p.m.

Navigating Paid Leave for Public Employers and Unionized Workforces

Learn about subtleties and nuances that exist for public sector employees and unionized workforces.

– Susan K. Hansen

– Elise M. Heifort

2:00 – 2:05 p.m. BREAK

2:05 – 3:05 p.m.

Equivalent Plans: Pathway to Exemption from State Plan Participation

A helpful question and answer session with a paid family and medical leave expert on how insurers or employers can offer state-approved equivalent Minnesota Paid Leave plans, manage claims, and navigate Minnesota's new paid leave law—all while staying compliant and minimizing risk.

– Brycie Wasson

3:05 – 3:15 p.m. BREAK

3:15 – 4:15 p.m.

Leave Laws Applied: Realistic Scenarios, Real Solutions

Expert panel of faculty from the day's sessions join up to discuss how to properly handle hypothetical real-world situations.

– Laura A. Farley

– Elise M. Heifort

– Kristin Berger Parker

– Brycie Wasson

– Penny Phillips, moderator

Penny Phillips

Course Chair
Felhaber Larson
Minneapolis

Sharon S. Beck

Stinson LLP
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Amy B. Conway

Stinson LLP
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Sara B. Ellstra

Minnesota Department of Labor and Industry – Labor Standards Division
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Elise M. Heifort

League of Minnesota Cities
Saint Paul

Kate Kunitz

Chief Strategy Officer, Paid Leave
Minnesota Department of Employment and Economic Development
Saint Paul

Kristin Berger Parker

Jones Day
Minneapolis

Brycie Wasson

The Partners Group
Portland, Oregon

Minnesota's New Paid Leave Law

TUESDAY, OCTOBER 7, 2025

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TUITION:

\$295 MSBA member

\$295 paralegal

\$345 standard rate

SEASON PASSHOLDERS:

- **Super Passholders** may attend the in-person seminar or an online replay at no charge.
- **In-Person Passholders** may attend the in-person seminar at no charge or an online replay for 50% off.
- **Online Passholders** may attend the in-person seminar for 50% off or an online replay at no charge.

NEW LAWYER DISCOUNT!

New lawyers who have been admitted to the bar less than 5 years receive a 50% discount.

SCHOLARSHIPS AVAILABLE

Minnesota CLE maintains a scholarship program for those individuals with a financial need. To obtain a scholarship application, contact customerservice@minncle.org.

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