

## COURSE INFORMATION

### LIVE IN PERSON

Thursday, February 19, 2026  
Minnesota CLE Conference Center  
600 Nicollet Mall, Suite 370  
Third Floor City Center, Minneapolis

### ONLINE REPLAY

Wednesday, March 4, 2026  
Monday, March 16, 2026  
View online at [www.minncle.org](http://www.minncle.org)

A moderator will be available to answer questions by email.

### HOW TO REGISTER

Register online at [www.minncle.org](http://www.minncle.org). Email [customerservice@minncle.org](mailto: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](http://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](mailto: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](mailto:customerservice@minncle.org).

### CANCELLATION POLICY / NO-SHOW POLICY

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

### QUESTIONS?

[customerservice@minncle.org](mailto:customerservice@minncle.org)  
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**800-759-8840**

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DATED MATERIAL – PLEASE EXPEDITE!

RECYCLABLE

View information on  
your mobile device or register  
online.



# Minnesota Paid Leave in Practice

Thursday, February 19, 2026  
Attend In Person

# Minnesota Paid Leave in Practice

## Implementation Insights for Employers and Counsel

### *Real-world insights you can't afford to miss.*

How is the new law working in practice? What compliance challenges are emerging? Where has the state provided clarity—and where do uncertainties remain?

Join us for an in-depth examination of the rollout of Minnesota's Paid Family Medical Leave program.

### SEMINAR TAKEAWAYS INCLUDE:

- Early implementation lessons – what's working (and what isn't)
- State guidance, fixes, and regulatory updates
- Emerging compliance pitfalls and how to avoid them
- Unresolved questions and issues to watch in 2026
- And much more!

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MINNESOTA CONTINUING  
LEGAL EDUCATION  
*Your Success Is Our Goal*

**NEW  
LAW!**

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

9:00 – 9:05 a.m.

## Welcome and Introduction

– Penny J. Phillips, Course Chair

9:05 – 9:35 a.m.

## What Do We Know, What Do We Need to Know, and What Are the Real-World Problems?

A “state of the industry” update covering what we know and what we don’t know after the first month of Paid Family Leave in Minnesota.

– Penny J. Phillips

9:35 – 10:35 a.m.

## Minnesota Paid Family Leave and Employee Benefits Integration

This session covers ERISA applicability, tax implications, and how MN PFL interacts with existing benefits including short-term disability, medical premium payments, and retirement plan definitions of compensation.

– Mark P. Rosenfeld

– Nicole A. Truso

10:35 – 10:50 a.m. BREAK

10:50 – 11:50 a.m.

## A Debrief with Regulatory Agencies

Hear the latest guidance from representatives of the Minnesota Department of Employment and Economic Development (DEED) and the Minnesota Department of Labor and Industry (DLI).

– Sara B. Ellstra

– Betsy Ohrn

11:50 a.m. – 12:20 p.m.

## What Are Your Practical, Nitty-Gritty Operational Challenges?

Submit your questions in advance or bring your operational challenges to the seminar for discussion.

– Brycie Wasson

12:20 – 1:05 p.m.

LUNCH BREAK (on your own)

1:05 – 2:05 p.m.

## Smoothly Integrating Minnesota Paid Leave with Existing Company Policies

Are your policies running smoothly? Or has 2026 started off with a bumpy ride? Join us to learn how to check for compliance across old and new leave policies and for tips and tricks on weaving together related policies and avoiding pitfalls. We will discuss integration and compliance requirements for large and small employers operating across state lines.

– Jillian M. Flower

– Erin M. Edgerton Hall

2:05 – 2:20 p.m. BREAK

2:20 – 4:20 p.m.

## Reviewing and Anticipating Issues with Concurrent Leaves + Hypotheticals + Open Forum

Learn practical strategies for coordinating leave under multiple programs, discuss hypotheticals, and pose your questions to the panelists.

– Amy B. Conway

– Greta Bauer Reyes

– Brycie Wasson

– Penny J. Phillips (moderator)

## Penny J. Phillips

Course Chair  
Felhaber Larson  
Minneapolis

## Amy B. Conway

Stinson LLP  
Minneapolis

## Sara B. Ellstra

Minnesota Department of  
Labor and Industry –  
Labor Standards Division  
Saint Paul

## Jillian M. Flower

U.S. Bank  
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## Erin M. Edgerton Hall

Fredrikson & Byron P.A.  
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## Betsy Ohrn

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## Nicole A. Truso

Faegre Drinker Biddle &  
Reath LLP  
Minneapolis

## Brycie Wasson

The Partners Group  
Portland, Oregon

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THURSDAY, FEBRUARY 19, 2026

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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](mailto:customerservice@minncle.org).

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