

COURSE INFORMATION

LIVE IN PERSON

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

Nonprofit Org.
U.S. Postage
PAID
Minnesota Continuing
Legal Education

ONLINE REPLAY

Wednesday, March 4, 2026
Monday, March 16, 2026
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. 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?

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www.minnCLE.org
800-759-8840



MINNESOTA CONTINUING
LEGAL EDUCATION
Your Success Is Our Goal

NEW
LAW!

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!

Thursday, February 19, 2026 – Attend In Person

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SCHEDULE

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)*

FACULTY

Penny J. Phillips

Course Chair

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Stinson LLP
Minneapolis

Sara B. Ellstra

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Faegre Drinker Biddle &
Reath LLP
Minneapolis

Brycie Wasson

The Partners Group
Portland, Oregon

Register today at www.minnCLE.org

Minnesota Paid Leave in Practice

THURSDAY, FEBRUARY 19, 2026

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TUITION:

\$295 MSBA member
\$295 paralegal
\$345 standard rate

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- **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.

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