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The Partners Group; Saint Paul

SPECIAL BONUS:

In-person attendees will receive a hard copy of Minnesota CLE's new 2026 *Comparing Various Federal and Minnesota Leave Laws Summary Guide*™



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DATED MATERIAL – PLEASE EXPEDITE!



Navigating Minnesota and Federal Leave Laws

How to Handle Employee
Leave and Time Off Requests
with Confidence

Tuesday, September 15, 2026
Attend In Person

Tuesday, September 15, 2026 – Attend In Person

Minnesota CLE Conference Center
600 Nicollet Mall, Suite 370, Minneapolis

CAN'T ATTEND IN PERSON?

View an Online Replay on Tuesday, September 29, 2026 or Tuesday, October 13, 2026.

Navigating Minnesota and Federal Leave Laws

How to Handle Employee Leave and Time Off Requests with Confidence

Minnesota's paid family and medical leave law has now been in effect for several months, adding to the plethora of leave and time off laws with which employers must comply. This maze of laws can be confusing and challenging, leaving even the most well-intentioned of employers struggling to fulfill their legal obligations.

ATTENDEES WILL:

- Receive **up-to-date guidance** on **Minnesota's Paid Leave law**, the **federal Family & Medical Leave Act**, and the **Minnesota Earned Sick & Safe Time law**
- **Learn how to analyze employee time off requests to ensure compliance** with all applicable laws
- Hear from plaintiffs' attorneys about the **mistakes they see employers make** when employees ask for a leave
- Understand **when leave may be a reasonable accommodation** under the ADA and other applicable laws
- And more!



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Schedule

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

9:00 – 9:05 a.m.
WELCOME & INTRODUCTION

9:05 – 10:05 a.m.
Minnesota Paid Family & Medical Leave is Here: A Comprehensive Review of What You Need to Know to Stay in Compliance

– Amy B. Conway, Course Chair
– Sharon S. Beck

10:05 – 10:50 a.m.
Federal Family & Medical Leave Act: It's Not the Same as Minnesota PFML
– Penelope J. Phillips

10:50 – 11:00 a.m.
BREAK

11:00 – 11:45 a.m.
Minnesota Earned Sick & Safe Time: How to Comply Without Confusion
– Allie R. Kruse

11:45 a.m. – 12:30 p.m.
Perspective from Plaintiffs' Attorneys: Mistakes Employers Make When Employees Request Leave
– Phillip M. Kitzer
– Benjamin R. Kwan
– Darren M. Sharp

12:30 – 1:15 p.m.
LUNCH BREAK (ON YOUR OWN)

1:15 – 2:00 p.m.
When a Leave of Absence May Be a Reasonable Accommodation Under the ADA, MHRA, and Other Applicable Laws
– Kristin Berger Parker

2:00 – 3:00 p.m.
Called to Duty, Protected at Work: Understanding Military-Related Leaves, Including USERRA
– Mathew M. Meyer

3:00 – 3:15 p.m.
BREAK

3:15 – 3:45 p.m.
Time Off for Pregnancy, Religious Beliefs, or Other Reasons Under Minnesota Law: Overlooked Reasons for Time Off That Employers May Miss
– Erin M. Edgerton Hall

3:45 – 4:30 p.m.
Putting it All Together: Analyzing Employee Requests for Time Off to Ensure Compliance with All Applicable Laws
– Christina K. Benson
– Christopher H. Jison
– Brycie L. Wasson
– Erin M. Edgerton Hall, moderator

COURSE INFORMATION

LIVE IN PERSON
Tuesday, September 15, 2026
Minnesota CLE Conference Center
600 Nicollet Mall, Suite 370
Third Floor City Center, Minneapolis

ONLINE REPLAY
Tuesday, September 29, 2026
Tuesday, October 13, 2026
View online at www.minncle.org
A moderator will be available to answer questions by email.

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\$345 standard rate

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