



Minnesota Expands Parental Leave Act

Minnesota has [amended](#) the [Minnesota Parental Leave Act](#) to cover all employers and establish employee eligibility for leave at the start of employment. The changes took effect July 1, 2023.

Minnesota Parental Leave Act

The Minnesota Parental Leave Act allows eligible employees up to 12 weeks of unpaid leave for the birth or adoption of a child, prenatal care, or incapacity due to pregnancy, childbirth or related health conditions.

It also requires covered employers to provide eligible employees with up to 16 hours of unpaid leave annually to attend their child's school conferences or school-related activities that cannot be scheduled during nonwork hours.

Amendments

The new amendments:

- Expand the law to cover all employers with at least one employee; and
- Eliminate the law's minimum months- and hours-worked requirements for employee eligibility.

More specifically, the law had applied only to employers with 21 or more employees prior to the amendments. Now it applies to all employers with one or more employees.

Furthermore, employees' average weekly hours worked had to equal at least one-half the full-time equivalent position in the employee's job classification. The amendments struck this eligibility requirement.

In addition, before the changes, employees were eligible for the law's qualifying reasons related to pregnancy, childbirth and adoption only if they had worked for the employer for at least 12 months. That requirement no longer applies.

Provided to you by Wits Financial

This Legal Update is not intended to be exhaustive nor should any discussion or opinions be construed as legal advice. Readers should contact legal counsel for legal advice. ©2023 Zywave, Inc. All rights reserved.

Highlights

More Employers Covered

Amendments to the Parental Leave Act change the definition of "employer" so that the law covers virtually all employers.

Prior Work Requirements Eliminated

The amendments struck the 12-month and half-time work hours requirements for employee eligibility for leave.

Under the amendments, the leave requirements apply to all employers with at least one employee.