SpencerFane®

# WorkSmarts: Race to 2026 Compliance: Administering Minnesota's New Paid Leave and Break Requirements

December 17, 2025
12:00 pm CT - 1:00 pm CT

**This event is passed.**

Every organization with employees working in Minnesota will be impacted by the Paid Family and Medical Leave Program and revised meal and rest break laws that go into effect on January 1, 2026. This webinar, led by Spencer Fane attorneys Randi Winter and Haley Ekhaml, provides a comprehensive overview and practical guidance for implementing changes to existing leave and break policies and procedures to ensure compliance with these new state laws.

The webinar agenda includes education on eligibility, approval, and tax reporting for paid leave, as well as the mechanics of the expanded meal and rest break requirements. The team will also offer insights on payroll system updates and employee communications in advance of the January deadline, allowing attendees to leave with actionable insights and a checklist to prepare their own organizations for these sweeping changes. This presentation is ideal for HR professionals, in-house counsel, and executives overseeing organizations that have one or more employees working in Minnesota.