



REQUEST FOR COUNCIL ACTION

AGENDA DATE: November 10, 2025

AGENDA ITEM: Consider adopting the Paid Family Medical Leave (PFML) Policy.

PREPARED BY: Chery Pierzina, Human Resources Officer

BACKGROUND:

Effective January 1, 2026, Minnesota's Paid Family Medical Leave (PFML) program will begin ensuring Minnesotans can take the time off work to care for themselves or their loved ones during some of life's most important moments. Paid Leave supports our employees when they need it most and strengthen connections in families, communities, and workplaces.

Minnesota's Paid Family and Medical Leave program provides up to 20 weeks of paid leave per year, beginning January 1, 2026. Workers can take up to 12 weeks for family leave and may take up to 12 weeks for medical leave, not to exceed 20 weeks of paid leave per year. Effective January 1, 2026, the City of Grand Rapids will pay 100% of the premium cost.

Human Resources will notify employees about Paid Leave by December 1, 2025. At the state level, guidance, FAQ's and regulations are continuing to evolve. Our Paid Family Medical Leave (PFML) policy is based on the information that is currently available.

Included with this RCA is a copy of the Minnesota Paid Leave workplace poster and a copy of the City of Grand Rapids employee notice, for your reference.

The PFML policy meets the provisions of Minnesota law and has been reviewed by our labor attorney.

REQUESTED COUNCIL ACTION:

Make a motion to adopt the Paid Family Medical Leave (PFML) policy effective January 1, 2026.