



# GRAND RAPIDS PUBLIC UTILITIES COMMISSION AGENDA ITEM

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**AGENDA DATE:** December 17, 2025

**AGENDA ITEM:** Consider a motion to approve the Minnesota Paid Leave Policy.

**PREPARED BY:** Julie Kennedy, General Manager

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## **BACKGROUND:**

Minnesota's Paid Leave (MNPL) law begins January 1, 2026. GRPU is required to provide paid medical and family leave benefits to eligible employees. Instead of participating in the state program, GRPU will use a private, fully-insured equivalent plan approved by DEED. The plan provides the same benefits required by law, and GRPU will pay 100% of the premiums for 2026.

Eligible employees may receive partial wage replacement and job-protected leave for qualifying medical needs, bonding, caring for a family member, military family needs, or safety-related reasons. Employees may use up to 12 weeks of medical leave and 12 weeks of family leave, with a yearly maximum of 20 weeks.

The policy outlines eligibility, notice requirements, intermittent leave rules, and how MNPL works with GRPU's existing benefits. Approval of this policy ensures GRPU is compliant with state law and prepared for the January 2026 implementation.

## **RECOMMENDATION:**

Approve the Minnesota Paid Leave Policy.