

# Workplaces

## Minnesota Paid Leave takes effect January 1, 2026!

**What is Paid Leave?** Paid Leave is a program that will offer payments and job protections so employees can take time off work to care for themselves or their loved ones during major life events.

### 3 Steps for Employers to Prepare for Paid Leave:



- **Set up your accounts:** Employers will need an Employer Account and an Administrator account to meet Paid Leave responsibilities.
- **Notify employees:** All employees must be individually informed about Paid Leave and a [Paid Leave poster](#) must be hung up in your workplace by December 1, 2025.
- **Prepare your workplace:** Determine how Paid Leave will work in your organization including how to split premiums, setting up the notification process, and setting your intermittent leave policy.

To learn more about how to prepare for Paid Leave, visit <https://mn.gov/deed/paidleave/employers/prepare/>

## News, Resources, and Grants

- [Comparison of ESST and Paid Leave PDF](#) (MN DEED)
- [MNOSHA Compliance: Construction Seminars](#) (MN DLI): Free bi-monthly presentations about construction safety and health topics
- 11/19/2025: Understanding Minimum Wage and Overtime webinar (MN DLI) - [Register here](#)

## Project Spotlight: Employee Breakroom Renovation

SHIP partnered with Presbyterian Homes - The Farmstead to support renovating their employee breakroom. Following the renovation, employees have reported they now use the breakroom more often. They also feel better and more refreshed after spending time in the breakroom.

### Easy Lifts to Improve Your Breakroom Space:



Offer soft lighting options, like lamps, to use instead of harsh overhead lights.



Put a fresh coat of paint on the walls. Cool colors (blues, greens, purples) or earth tones (brown and beige) help create a peaceful environment.



Add plants to enhance feelings of calm. Even fake plants have this effect!



Before

After



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