

**CITY OF GRANT, MINNESOTA
RESOLUTION NO. 2025-28**

**RESOLUTION ADOPTING A MINNESOTA PAID LEAVE LAW POLICY AND ADOPT
A MEAL AND REST BREAK POLICY**

WHEREAS, effective January 1, 2026, the State of Minnesota will require all employers to participate in the Minnesota Paid Leave Program;

WHEREAS, effective January 1, 2026, Minnesota Statute Section 177.253 is amended to allow employees a rest break of at least 15 minutes, or enough time to utilize the nearest convenient restroom, whichever is longer, within each four consecutive hours of work;

WHEREAS, effective January 1, 2026, Minnesota Statute Section 177.254 is amended to allow employees working for six or more consecutive hours a meal break of at least 30 minutes instead of every eight or more consecutive hours;

NOW, THEREFORE, BE IT HEREBY RESOLVED BY THE CITY COUNCIL OF THE CITY OF GRANT, WASHINGTON COUNTY, MINNESOTA that it does hereby:

1. Adopts the following:

Minnesota Paid Leave Policy

Effective January 1, 2026, the State of Minnesota will require all employers to participate in the Minnesota Paid Leave Program. Employees are entitled to Minnesota Paid Leave (MPL), a form of paid leave.

Use of MPL: The benefit year for MPL is a rolling 12-month period measured backward from an employee's first day of leave taken.

Employees must provide notice to the Mayor sufficient for the City to understand the employee's need for and duration of the leave.

Employees may take a maximum of 480 hours in any 12-month period of intermittent MPL. Intermittent leave must be taken in a minimum increment of 15 minutes.

MPL taken for the same purpose must run concurrently with the Family and Medical Leave Act or Parental Leave respectively.

Leave under MPL does not run concurrently with Earned Sick and Safe Time and employees will not be required to exhaust accrued Earned Sick and Safe Time before or while taking leave under MPL. An employee can choose to use Earned Sick and Safe Time in lieu of MPL benefits (provided the employee is concurrently eligible) or to supplement MPL benefits up to the amount of their normal wages.

Additional Information: For inquiries related to Paid Leave, please contact Minnesota Paid Leave at 651-556-7777 or visit their website.

Meal and Rest Break Policy

Employees will be provided meal and rest periods as required by law.

Employees are allowed to take an unpaid meal break of 30-minutes after working six or more consecutive hours.

Employees are allowed to take a paid rest break of at least 15 minutes, or enough time to utilize the nearest convenient restroom, whichever is longer, within each four consecutive hours of work.

Failure to take meal or rest breaks, taking unauthorized meal or rest breaks, or taking longer meal or rest breaks than permitted, may be subject to discipline, up to and including termination.

Adopted by the Grant City Council this 2nd day of December, 2025.

Jeff Giefer, Mayor

ATTEST

Kim Points, City Clerk