

**3317.5100 NOTICE OF COVERAGE UNDER PRIVATE PLAN.**

Subpart 1. **Notice.** All requirements of Minnesota Statutes, section 268B.26, apply to an employer with a private plan. In addition to the notice required by Minnesota Statutes, section 268B.26, an employer must provide notice to their employees about coverage under a private plan that includes:

A. an affirmation that the private plan confers all of the same rights, protections, and benefits provided to employees under the state-administered plan, including:

- (1) benefits under Minnesota Statutes, section 268B.04; and
- (2) employment protections, rights, and remedies under Minnesota Statutes, section 268B.09;

B. the effective date of the approved private plan;

C. a description of the private plan's wage replacement benefits;

D. a description of the private plan's leave and employment protection benefits;

E. a description of the process to determine employee eligibility;

F. a description of the process to calculate and collect employee contributions;

G. the employee's appeal rights; and

H. the employee's optional alternatives to appeal a benefits determination to the private plan administrator, if such alternatives exist.

Subp. 2. **Timeline for notice of coverage under a private plan.** An employer must provide the notice described in subpart 1 not more than 30 days from the start date of the employee's employment, or 30 days before premium collection begins, whichever is later.

Subp. 3. **Notice of termination of a private plan.** An employer must provide notice to their employees about any termination of a private plan, including a revocation under Minnesota Statutes, section 268B.10, subdivision 16.

**Statutory Authority:** *MS s 268B.02*

**History:** *49 SR 1368*

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