



August
2025

Visit our Website

Call Us Now: (800) 829-7110

UPDATE: Care Force Incentive Bonus

MRCI has finally received notice of payment for the Care Force Incentive Bonus from DHS. MRCI was notified on August 15th payment would be coming within the next couple of weeks to MRCI. From there, MRCI has 45 days to pay the eligible workers. MRCI will make a separate payment to workers outside of a traditional pay day payment. As previously mentioned, MRCI applied for all eligible workers back in November of 2024 for the \$500 bonus amount. DHS has stated there was a high volume of applicants for the bonus, as a result of the high volume of applicants, the total bonus amount will be \$385.

In the upcoming week MRCI will send notification to those workers, both the eligible and those who are ineligible. **Please remember, MRCI did not make any determinations on who was or was not eligible for this bonus. We are simply facilitating the disbursement of funds based on the rules, communications, and timelines set in place by DHS.** DHS did indicate those who are deemed ineligible for the bonus with MRCI are more than likely being paid the bonus from another provider. MRCI will provide contact information to those workers who are deemed ineligible as to who they can contact to question their eligibility.

We know this has been a long process, timelines were certainly extended and not as MRCI anticipated. We thank everyone for hanging in there with us as we navigate this process with DHS.

Minnesota Paid Leave

Minnesota Paid Leave is coming
January 2026.

This poster should be posted at
every employer by December 1st.

More languages will be available soon.

MINNESOTA PAID LEAVE

Effective January 1, 2026

Minnesota Paid Leave provides payments and job protections when you need time off to care for yourself or your family.

What can I use Paid Leave for?

- Medical Leave:**
 - To care for your own serious health condition, including care related to pregnancy, childbirth, and recovery
- Family Leave:**
 - Bonding Leave** – to care for and bond with a new child welcomed through birth, adoption, or foster placement
 - Caring Leave** – to care for a family member with a serious health condition
 - Military Family Leave** – to support a family member called to active duty
 - Safety Leave** – to respond to issues related to domestic violence, sexual assault, or stalking for yourself or a family member

Generally, conditions must last more than seven days and be certified by a healthcare provider or other professional.

Am I covered by Paid Leave?

Most workers in Minnesota are covered by Paid Leave. You are covered no matter the size of your employer or the hours or days you work. Independent contractors and self-employed individuals are not automatically covered but may opt in. You may qualify for payments if you've been paid a minimum amount for work in Minnesota in the last year (\$3,900 for the start of Paid Leave in 2026).

How long can I take leave?

You may qualify to take up to 12 weeks of family or medical leave per benefit year. If you need both family and medical leave in the same benefit year, you may qualify for up to 20 weeks in total.

How much will I get paid?

When you use Paid Leave, the state makes payments to you. Paid Leave will pay up to 90% of your wages, based on your income level, with a maximum weekly amount set at the state's average weekly wage. This amount changes each year, and is \$3,423 for the start of Paid Leave in 2026.

Who pays for Paid Leave?

Paid Leave is funded by premiums paid by employees and employers. The initial premium rate is 0.088% of covered wages. Your employer may deduct up to 0.044% of your wages to fund your portion of the premium.

What are my employment protections?

- Job protections:** Generally, you must be restored to your job or an equivalent position when returning from leave. Job protections take effect 90 days after your date of hire.
- Health insurance continuation:** Generally, employers must continue to fund their portion of healthcare insurance premiums while you are on leave.
- No retaliation or interference:** Employers must not interfere with or retaliate against you if you apply for or use Paid Leave. Employers cannot take your Paid Leave payments.

For inquiries related to Paid Leave, please contact Minnesota Paid Leave at 655-556-7777 or visit our website.

If you think your employer is violating employment protections, contact the Labor Standards Division at the Minnesota Department of Labor and Industry.

LEARN MORE: paidleave.mn.gov

This information can be provided in alternative formats to people with disabilities or people needing language assistance by calling the Paid Leave Contact Center at 655-556-7777 or 844-556-0444 (toll-free).

MINNESOTA PAID LEAVE

Minnesota Paid Leave | 180 E 5th St Suite 1200 | Saint Paul, MN 55102

DSP Input Needed

DHS is conducting a survey with the intent of learning how to improve working conditions for DSPs. Please consider completing the survey if you work as a DSP, home health aide, PCA, nursing home aid, or another role that aids an individual with activities of daily living.

The survey takes only a few minutes and will be open until August 29th at 5pm.

DSP Survey

 **2025 Self-Direction Connection Conference**
Learn. Share. Connect.

 DoubleTree by Hilton Minneapolis Airport
2020 American Blvd E, Bloomington, MN 55425

****Wednesday, October 22****
6:00 – 9:00 PM | Welcoming Reception

****Thursday, October 23****
9:00 AM – 4:00 PM | Conference

 **Featured Speakers**

Keynote: Erica Andres

Luncheon: Minnesota DHS Updates

We hope you'll join us for the 3rd annual Self-Direction Conference! This conference is an excellent resource for participants, caregivers, parents, and family members of individuals who self-direct their care.

Click the image to see the full session list and other important information.

SEIU Contract Updates

2025 brings about another Collective Bargaining Agreement (CBA) on behalf of SEIU members. The programs that fall under the CBA are **Consumer Directed Community Supports (CDCS)**, **Consumer Support Grant (CSG)**, **PCA Choice** and **Community First Services and Supports (CFSS)**.

In 2025, workers will see the addition of a holiday, December 25th. Starting

Weekly reminder
signup

Would you rather...

always be 20 minutes early

always be 10 minutes late

Last month we asked if you'd rather swim in a pool or in the lake, and the results are in! The majority voted for **pool (75.8%)**, and **lake** took **24.2%**. Stay tuned for the results of the next 'would you rather'!

EMPLOYEE SPOTLIGHT

Cassie Baker

CDS PROGRAM SPECIALIST/DESIGNATED COORDINATOR

Duration at MRCI:

8 months



What's a fun fact about you?

I have a very large family. My grandma loved to keep track of how many grand babies, great grand babies, etc., that she had. Before she passed away (12 years ago), we had a minimum of 300 family members. We are a forever growing family!!

What are your hobbies outside of work?

I enjoy spending time with my kids, family/friends and anything that involves being outside in the sun!

What's #1 on your bucket list?

Going to Italy!

"I have a passion for helping and supporting others. I have played many different roles through the years to support others, which includes; Day Service programs, managing a group home, ARMHS worker and now CDS! I look forward to working with and meeting everyone!"

Thank you for all you do, Cassie!

Summer Ticket Giveaway

MRCI's 4th annual Summer Ticket Giveaway has concluded. Winners have been notified. We hope you've all had a great summer full of memories!

2025 Training Schedule

Each year MRCI is required to assign training to all workers under the 245D programs of **Individualized Home Supports (IHS), Respite, Host Home, Night Supervision, and Homemaker**. Below is the calendar of when the training will be assigned.

Training is assigned in the beginning of the month and is due by the last day of the month. If your worker does not complete the training they will be temporarily suspended and **not able to clock in or out** through the app, or be paid for the time worked until complete.

If you have questions regarding the completion of the training you can connect with our program staff at 800-829-7110.

Month:	Subjects:
August	Client Rights
September	Positive Supports Rule
October	CSSP-A Review, Person-Centered Planning
Once per year	CSSP-A/IAPP Annual Review

Homemaker Staff Under the 245D Programs: MRCI is now including the Positive Support Rule training annually. The training has been assigned, please log in and complete by the end of November.

Follow us on Facebook

Every Wednesday, we share photos sent to us by clients and families that define what self-direction means to them. You'll also find important updates, helpful articles, announcements, and more.

Like [our page](#) so you don't miss out!



Connect with Us!

Find us on Facebook

Share Your Story



Visit us on Facebook



Share your Story



MRCI is one of Minnesota's largest human service non-profit organizations. We are dedicated to providing meaningful opportunities for individuals with disabilities and special needs.

www.MRCICDS.org



With your help, we can continue to expand our service offerings and areas.

DONATE

MRCI

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Mankato, MN 56001
(800) 829-7110

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