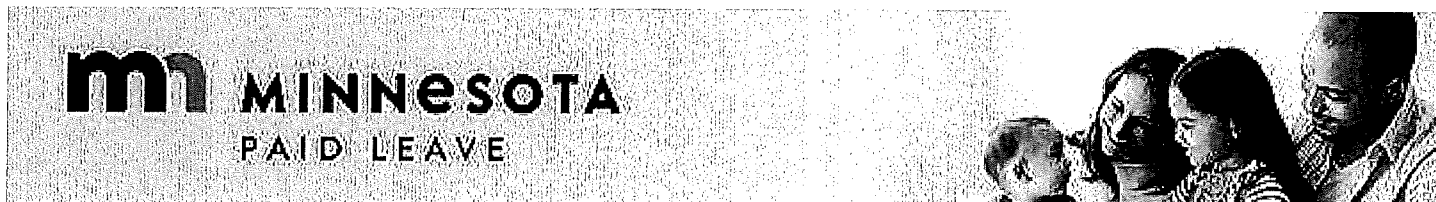




For Individuals and Families



When will Paid Leave benefits start?

Paid Leave benefits will start for Minnesotans on January 1, 2026.

What will I need to do to collect Paid Leave benefits?

- You will need to notify your employer at least 30 days before you plan to take leave if the event is foreseeable.
- You will need to experience a qualifying event of at least seven calendar days. (A qualifying event is something that would make you eligible for one of the types of leave (**Family Leave** to care for a family member with a serious health condition, or if you're bonding with a new baby or child in your family or **Medical Leave** when your own serious health condition prevents you from working.) – for example, diagnosis of a serious health condition.) We are compiling a full list of qualifying life events and will update this website as we get closer to the program launch date.
- You will need to apply to the Paid Leave program for the leave. Your or your family member's medical professional will provide certification of the reason for leave.

Who will be eligible for Paid Leave benefits?

Most Minnesota employees will become eligible to take paid leave after they have earned more than about \$3,500 in wages within the state over a period of a year.

How much will I get paid?

Paid Leave benefits will vary based on your weekly pay. As we get closer to the program launch date, we'll update this website to include a calculator so you can estimate your benefit.

Who will pay me for Paid Leave?

Paid Leave benefits will be paid by the State of Minnesota.

How much will I have to pay?

Minnesota workers will contribute to part of the Paid Leave program through shared premiums that will be automatically deducted from your paycheck by your employer. You will pay no more than 0.35% of your taxable wages, and your employer may choose to pay your part of the premium. You won't have to take any action.

When will you start collecting premiums?

Paid Leave premiums won't be collected until January 1, 2026.

How much leave will be available?

Within a single year, you'll be able to take:

- Up to 12 weeks of medical leave or family leave for a single qualifying event.
- Up to 20 weeks of combined medical and family leave if you have more than one qualifying event in the same claim year. This could include medical leave for pregnancy or to recover from giving birth, then family leave to bond with your baby. Or you could qualify for family leave to care for a family member, then medical leave for yourself within the same year.

Will I have to take all my leave at once?

No, you do not have to take your Paid Leave all at once. But when you claim leave, you must do it in daily (eight-hour) increments. For example, you can take one day off a week to care for a family member undergoing chemotherapy treatment. Or you can take your leave in full weeks to recover from your own major surgery.

Will my job be protected if I take Paid Leave?

Yes. Minnesota's Paid Leave law protects you from losing your job if you take leave for a qualifying event. The law also offers protection against retaliation.

Is Paid Leave the same thing as FMLA?

No. Paid Leave is a paid leave program run by the State of Minnesota. FMLA (leave under the federal Family and Medical Leave Act of 1993) is unpaid, job-protected leave.

Is Paid Leave the same thing as Earned Sick and Safe Time?

No. Minnesota's new earned sick and safe time law requires employers to allow workers to earn paid time off in case they are sick or their safety is at risk. Learn more about earned sick and safe time from the [Department of Labor and Industry \(https://www.dli.mn.gov/sick-leave\)](https://www.dli.mn.gov/sick-leave).

Do I have any options for job-protected leave before Paid Leave goes into effect on January 1, 2026?

Yes. In addition to FMLA, the state's Pregnancy and Parental Leave Act provides a right for certain employees to take up to 12 weeks of unpaid, job-protected leave for pregnancy-related leave and upon the birth or adoption of their child. Learn more about state's unpaid pregnancy and parental leave law from the [Department of Labor and Industry](https://www.dli.mn.gov/business/employment-practices/pregnancy-and-parental-leave-fmla) (<https://www.dli.mn.gov/business/employment-practices/pregnancy-and-parental-leave-fmla>).

Translated Website Content Available:

- [Espanol \(/deed/assets/paid-leave-individuals-families-espanol_tcm1045-579814.pdf\)](/deed/assets/paid-leave-individuals-families-espanol_tcm1045-579814.pdf)
- [Hmong \(/deed/assets/paid-leave-individuals-families-hmong_tcm1045-579815.pdf\)](/deed/assets/paid-leave-individuals-families-hmong_tcm1045-579815.pdf)
- [Somali \(/deed/assets/paid-leave-individuals-families-somali_tcm1045-579816.pdf\)](/deed/assets/paid-leave-individuals-families-somali_tcm1045-579816.pdf)

Stay Informed

Ask a question below about Paid Leave and/or sign up to receive email updates as they become available.

Sign-up for updates through email:

- [Paid Leave for Individuals and Families](#)
(https://public.govdelivery.com/accounts/MNDEED/subscriber/new?topic_id=MNDEED_1502).

Submit Your Question

Fill out the form to [submit a question regarding Paid Leave](#)
(https://deedmn.formstack.com/forms/paid_family_and_medical_leave).

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