

Employers: Understanding Paid Family and Medical Leave in Minnesota

Starting in January 2026, Minnesota employers are mandated to provide a specific paid leave program. Here are the details.

Inquire
here!



Timeline for employers:



Set up Employer
and Paid Leave
Administrator
accounts



File quarterly
wage detail
reports



Deadline
to apply for
private plan
approval



Post workplace
poster and notify
employees of
the new law



New law
takes effect

Paid Leave coverage will provide payments and job protection for:

Maximum of 20 weeks
combined in one year if
someone qualifies for both
medical and family leave.

MEDICAL LEAVE

- Someone's own serious health condition

FAMILY LEAVE

- Bonding with a new child
- Caring for a loved one
- Managing military leave
- Certain personal safety issues

Paid leave payments

Benefit payments will cover a portion of an individual's usual pay during a qualified leave. Eligibility for payments will be based on earnings in the previous year.

Paid leave job protection

Paid leave will ensure that employees are able to return to their job after taking leave. If someone has worked at their job for at least 90 days, their job will be protected when they return from leave.

Paid leave funding

Paid leave is a social insurance program. Both employers and employees will contribute premiums to the fund.

For more information

Please visit the Minnesota Chamber's website for more resources for employers on implementing the Paid Family and Medical Leave law in Minnesota.



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