

GENERAL INFORMATION

[When does Paid Leave start?](#)

Paid Leave will be available starting January 1, 2026.

[How do I get paid while on leave?](#)

Paid Leave payments are made by the State of Minnesota, directly to you. You will be able to receive payments through direct deposit or prepaid debit card.

[Who counts as a family member for Family Leave?](#)

Under Paid Leave, you can take care of your family through: Caring Leave, when a family member has a serious health condition; Military Family Leave, when a family member is called to active duty; and Safety Leave, when a family member has survived domestic violence, sexual assault, or stalking.

Under Paid Leave, a family member can include any of the following:

- Spouses or domestic partners
- Children (including biological, adopted, step, or foster children, children of a domestic partner, or children to whom the applicant stands in loco parentis, is a legal guardian, or is a de facto custodian)
- Parents (including biological, adoptive, de facto custodian, or foster parent, stepparent, or legal guardian of an applicant or the applicant's spouse, or an individual who stood in loco parentis to an applicant when the applicant was a child)
- Siblings
- Grandchildren or grandparents
- Sons- or daughters-in-law (meaning the spouse of the applicant's child)
- A person who has a personal relationship with the applicant that creates an expectation and reliance for care (without compensation), even if they do not live together.

ELIGIBILITY AND COVERAGE

Who is covered under Minnesota Paid Leave?

Paid Leave coverage is very broad. Paid Leave covers nearly every employer, regardless of business size, revenue, or number of employees. It covers nearly every employee – including full time, part time, temporary, and most seasonal workers.

Independent contractors, self-employed individuals, and Tribal Nations are not covered by Paid Leave, but they can opt in. Federal government employees, postal workers, and railroad employees are not covered for their work at those jobs, and cannot opt in.

Can individuals opt out of Paid Leave?

No. If you work in covered employment in Minnesota, you are automatically enrolled. You cannot opt out.

If someone welcomes a child in 2025, are they eligible for Paid Leave in 2026?

Yes. Parents can take Bonding Leave in 2026, as long as the leave is completed within 12 months of the child's birth, adoption, or foster placement. This means that parents who welcome a child in 2025 may each take up to 12 weeks of Bonding Leave in 2026 as long as the leave is completed within a year of welcoming the child.

For children that were welcomed by birth, this means leave must be completed before the child's first birthday. If the baby stayed in the hospital longer than the birthing parent, the leave must end within 12 months after the child leaves the hospital.

Examples: How leave works if you welcome a child in 2025

Child arrives	Bonding Leave can be taken until	Bonding Leave time available
June 14, 2025	June 13, 2026	Up to 12 weeks (the maximum under the law)

Child arrives	Bonding Leave can be taken until	Bonding Leave time available
February 27, 2025	February 26, 2026	Up to 8 weeks (the time between January 1, 2026, and February 26, 2026)

[What if someone needs leave during pregnancy or to recover from birth?](#)

People who are pregnant or recovering from birth may be eligible for Medical Leave. They may also taking Bonding Leave within one year of the birth to bond with their baby, which is a type of Family Leave. If someone takes both Medical and Family Leave in one benefit year, they could take up to 20 weeks total.

If someone is applying to take a continuous leave for both birth and bonding, they will be able to complete a single Birth and Bonding Leave application, instead of separate applications for Medical Leave and Bonding Leave.

[If someone works in more than one state or remotely, are they covered under Paid Leave?](#)

It depends on where their work is physically performed. You are covered by Paid Leave if you work at least 50 percent of the time from a location in Minnesota. This includes employees who work from home in Minnesota or spend some time working in other states. However, you are not covered by Paid Leave if you work more than 50 percent of your time in a different state.

If you do not work at least 50 percent of the time in any single state but live in Minnesota – for example, if you split your time equally between Minnesota and two other states – you are covered.

[How do I qualify for Paid Leave payments?](#)

To receive payments, you must apply and be approved for leave. To be approved, you must experience an event that qualifies for Paid Leave and have your need for leave certified by a professional. To receive payments, you must have earned at least \$3,900 in the last year. This amount can come from one job or be combined from multiple jobs.

[Can I apply for Paid Leave if I work part-time?](#)

Yes, part-time employees are covered by Paid Leave.

[Can I use Paid Leave if I have multiple jobs?](#)

Yes, you can take leave from one or more employers at one time. Your weekly payment will be calculated based on your normal wages from the employers from whom you are taking leave.

[Which employers are required to participate?](#)

Paid Leave covers nearly all employers in the state, regardless of industry or size.

[Are any employers exempt from the law?](#)

Independent contractors, self-employed individuals, and Tribal Nations are not covered by the program, but they can opt in.

Federal government employees, postal workers, and railroad employees are not covered for their work at those jobs, and cannot opt in.

[Are seasonal employees covered?](#)

Those working in positions that have been designated as seasonal hospitality employment are excluded from Paid Leave for that position.

EMPLOYEE PROTECTIONS

[Will my job be protected when I'm away from work?](#)

Generally, you must be restored to your job or an equivalent position when you return from leave. This means your employer must return you to your same job (or an equivalent one with the same pay, benefits, and work conditions) after your leave ends. You do not lose seniority. Job protections start 90 days after your date of hire.

You are also protected from retaliation and interference while applying for or using Paid Leave. These protections apply no matter how long you have been at your job.

[Will I keep my health insurance while I'm on leave?](#)

Generally, your health insurance and other group insurance plans must continue while you are on leave. You and your employer will be responsible for the share of healthcare and other group insurance premiums that you each normally pay

HOW TO APPLY

[How do I apply for Paid Leave?](#)

Paid Leave will be available starting January 1, 2026. You can apply online, or by phone if needed.

[Prepare to apply](#)

[What documentation is required for my application?](#)

Every application for Paid Leave needs a certification document. For most leaves, this will be a form completed by a provider. For some leaves, different documents are accepted instead of a form.

[Certification for Paid Leave](#)

[Is there a waiting period before Paid Leave payments begin?](#)

No, there is no waiting period for Paid Leave payments. Minnesota Paid Leave is designed to pay you from the start of your leave. Once your leave is approved, you will be paid each week you are on leave.

[What is a serious health condition?](#)

A serious health condition is a physical or mental illness, injury, impairment, or condition that prevents someone from working for at least seven days. These seven days do not need to be consecutive (for example, someone with episodic migraines whose condition prevents them from working for seven days over a period of several months). It must include one of the following:

- Inpatient care (an overnight stay in a hospital, hospice, or residential medical care facility), or
- Continuing treatment by a healthcare provider. This may be related to pregnancy, a chronic health condition, a permanent or long-term condition, a condition that requires multiple treatments, or an event that requires follow-up visits.

Providers can certify physical or mental health conditions that meet these criteria and fall within their scope of practice. Paid Leave does not define or exclude specific diagnoses as serious health conditions. Providers should base certification on their professional assessment and their patient's needs.

[How do providers certify a family member to provide Caring Leave?](#)

Healthcare providers can certify that a patient has a serious health condition and needs care. This certification must state that their patient has a serious health condition that requires care, the amount of care that they need, and information regarding which family member(s) will be providing that care.

[Can multiple family members take Paid Leave to care for the same person?](#)

Yes, if the patient's provider certifies that their care requires it. Family members may take Paid Leave at the same time or sequentially, depending on the patient's and family members' needs. Healthcare providers will need to certify that their patient has a serious health condition that requires care and the individuals approved to provide it. Paid Leave's certification form for Caring Leave can be used for multiple caregivers.

PAYMENTS AND BENEFITS

[Can I take Paid Leave while receiving other payments, like Paid Time Off \(PTO\)?](#)

You may have access to other benefits during a leave, and you should talk with your employer about how to coordinate these benefits with Paid Leave.

You may be able to "top off" your benefits by using partial PTO, sick, or vacation days to make up the difference between your Paid Leave benefit and your regular pay. This is sometimes called a "supplemental payment" or "supplemental benefit." The decision to offer supplemental benefits is up to the employer unless a collective bargaining agreement relationship exists. You should discuss supplemental payments with your employer to understand if they are being offered and how they work at your organization.

Regardless of whether you can "top off" your payments, you may still decide to use your PTO, sick, and vacation time during a leave. If you do, and it is not a supplemental payment "top-off," you will receive that other benefit instead of a Paid Leave payment on that day. You might do this if you want to receive full wages through PTO for that day, from your employer, instead of a partial wage payment from Paid Leave.

If you use PTO, sick, or vacation time during a leave instead of a Paid Leave payment, you must tell Paid Leave. The Paid Leave application asks about this, if you have planned in advance. You can also let Paid Leave know if you use sick, PTO, or vacation time during your leave so that we can adjust your payment.

[Can I take Paid Leave while receiving benefits from a short-term disability plan?](#)

Yes, you can receive short-term disability payments and payments from Paid Leave at the same time. Your short-term disability provider may reduce the benefit that they pay you, so that you are not paid more than your usual wages while on leave.

[Can I take Paid Leave while receiving other benefits, unemployment insurance, or disability benefits?](#)

You cannot receive Paid Leave payments while also receiving some other types of benefits. These include:

- Unemployment Insurance payments
- Social Security disability benefits (in most circumstances)

Other payments, like Workers' Compensation, can reduce the amount of your Paid Leave payments. If your Workers' Compensation benefit is the same or more than what you would get from Paid Leave, you will not receive Paid Leave payments.

[Will Paid Leave be taxed?](#)

On January 15, 2025, the Internal Revenue Service (IRS) issued Revenue Ruling 2025-4, which explains how the federal government will approach income taxes for premiums and benefits received from a program like Minnesota Paid Leave.

Minnesota follows federal law to determine when income is included or excluded from a taxpayer's gross income. This means Minnesota will generally conform to the IRS conclusions about federal gross income.

When Minnesotans apply for Paid Leave, they will have the option to withhold state and federal taxes from their weekly benefit. If an employee chooses this option, Minnesota Paid Leave will withhold 5% for state taxes and 10% for federal taxes. These are deductions set in Minnesota statute, not by the IRS.

[Taxes for Paid Leave](#)

LEAVE TYPES AND SCHEDULES

[Can I take all my leave intermittently?](#)

You can take at least 480 hours of intermittent leave in a year if you qualify. This is the equivalent of 12 weeks of leave at 40 hours a week. If you need more leave than that in a benefit year, up to the maximum of 20 weeks, your employer may allow you to take leave beyond 480 hours time as intermittent leave, or can require this additional time to be taken as continuous leave.

[How will I get paid if I take intermittent leave?](#)

If you take intermittent leave, you will get paid for the time you actually take off from work, whether that's a few minutes, hours, or days at a time.

Your weekly payment will be based on how much leave you use that week. For example, if you take one day off in a week, your payment will be based on one day's worth of your usual wages.

Unlike continuous leave, you will need to regularly report the hours or days you were on intermittent leave. Paid Leave will use that information to calculate your payments.

[Can I take leave at different times in the same year for multiple qualifying events?](#)

Yes, you can take leave for more than one qualifying reason in the same year. For example, you could take 8 weeks of Medical Leave to recover from surgery, and then later take 12 weeks of Family Leave to welcome a child. You could also take, for instance, two separate Medical Leaves in one year, for different qualifying events.

You cannot exceed 12 weeks in total for either Medical or Family Leave, or more than 20 weeks total combined in a benefit year.

[Can I take leave to care for a family member living out-of-state?](#)

Yes, Minnesota Paid Leave does not require the family member you are caring for to live with you, near you, or within Minnesota. Certification will come from the family member's healthcare or service provider and specify that you are taking leave to care for them.