MN PFML - What You Need To Know

On May 25, 2023, the governor of Minnesota signed a bill to create a **Paid Family and Medical Leave program** (MN PFML). Employee contributions to the program will begin January 1, 2026, the same day on which benefits become available for payment.

What is the Minnesota PFML Program?

Paid Family and Medical Leave

- Benefits are available to Minnesota workers through a state-run program or through their employers' private plan (also referred to as a "private plan substitution"). Paid Leave covers most employers with one or more employees in Minnesota, with exceptions for tribal nations, the federal government, and self-employed individuals. The program covers full-time, part-time and certain seasonal employees.
- MN PFML allows employees to take up to 12 paid weeks* away from work for Medical Leave for one's own serious health condition, which includes medical care related to pregnancy, as well as for Family Leave reasons, such as bonding, family care, safety leave or leave for a qualifying military exigency.
- Employees will receive:
  - 90% of their average weekly wage, up to 50% of the state's average weekly wage (SAWW); plus
  - 66% of their wages that are greater than 50% of the SAWW, but not 100% of the SAWW; plus
  - 55% of their wages exceeding 100% of SAWW, capped at a maximum, which is the SAWW in effect at the time of claim. The maximum benefit is subject to change annually.*

How are the PFML Benefits funded?

The MN PFML program will be funded from premiums made up of contributions by MN employers and covered employees split equally (50/50). However, employers may choose to cover all or a portion of their employees' contributions.

What are the rates of the program?

The contribution rate is 0.88% of covered wages up to the Social Security Wage Cap.[1]

How can the program be used?

Coverage falls into two categories:

- Medical leave for the employee's own serious health condition, which includes medical care related to pregnancy.
- Other leave needed by the employee, including for family care, bonding, safety or qualifying exigency, as follows:

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- Bonding leave is time off for a biological, adoptive or foster parent to spend time with a child in connection with the birth, adoption or placement of that child.
- Family care leave is time off to care for a family member with a serious health condition or to care for a family member who is a military member.
- Safety leave is time off to seek medical attention, victim services, counseling, relocation or legal advice (including participation in certain legal actions) due to domestic abuse, sexual assault or stalking of the employee or a family member.
- Qualifying exigency leave is time off due to a military member's active-duty service or notice of active duty, including caring for the family member's child or dependent, making financial or legal arrangements for the family member, attending counseling, attending military events or ceremonies, spending time with the family member during a rest and recuperation leave or following return from deployment, or making arrangements after the death of the military member.

Who can use it?

Minnesota PFML benefits will be available to a covered employee with a qualifying reason who has earned at least 5.3% of the state's current average annual wage in the year preceding the date of leave.

Are private plans allowed?

Yes.

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[*] Up to 12 weeks of Family Leave or Medical Leave, but with a combined total entitlement of up to 20 weeks of Family and Medical Leave when both are taken in same benefit year (generally a 12-month period).

[1] Contribution rate is subject to change annually.

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