Paid Family and Medical Leave in Minnesota: **What You Need to Know**

Larkin Hoffman

As Minnesota's Paid Family and Medical Leave program takes effect, employers and employees across the state have questions about the law and how it works. We've answered the most common below.

What are the different types of leave under the law?

The law grants both family and medical leave.

Family leave includes *bonding leave* (for bonding with a child through birth, adoption, or foster placement), *caring leave* (to care for a family member with a serious health condition), *military leave* (to support a family member called to active duty), and *safety leave* (to respond to domestic violence, sexual assault, or stalking for an employee or family member).

Medical leave is granted for employees to care for their own serious health condition.

Can employees take both family and medical leave in the same year?

Employees can take up to 12 weeks of family or medical leave in one year, or 20 weeks total if you qualify for both. The benefit year begins on the first day of an employee's leave.

What is considered a serious health condition for medical leave?

A physical or mental illness, injury, impairment, or condition that prevents someone from working for at least seven days (which do not need to be consecutive). To qualify, the condition must include either inpatient care or continuing treatment by a healthcare provider.

If employees work remotely for a Minnesota company, can they receive paid leave?

Employees must work from a location in Minnesota (either at home or in an office) at least 50 percent of the time to qualify for paid leave.

Are any workers not covered by paid leave?

Yes. Self-employed workers and independent contractors are not covered, but can choose to opt in. Federal government employees, postal workers and railroad employees are also not covered, but cannot opt in. In addition, seasonal hospitality employees may not be covered if their employer requests and receives a seasonal hospitality employment designation. Note: the state of Minnesota determines eligibility for paid leave, not individual employers, unless the company is self-insured.

Are employees guaranteed a right to reinstatement after leave?

Yes, employees who take leave must be returned to the same job or an equivalent position when their leave ends, and they are entitled to similar pay, benefits, duties, and work conditions, except in limited circumstances. They must receive any nondiscretionary pay increases they would have received had they been continuously employed, such as cost-of-living increases. In addition, health insurance and other group insurance plans must continue during leave.

How is paid family and medical leave funded?

Paid leave is funded by premiums that are jointly paid by employees and employers. For 2026, this rate is 0.88 percent. Employers can collect up to half of that amount from employees, or choose to cover more.

For more information, visit the State of Minnesota website at pl.mn.gov.

April 2026