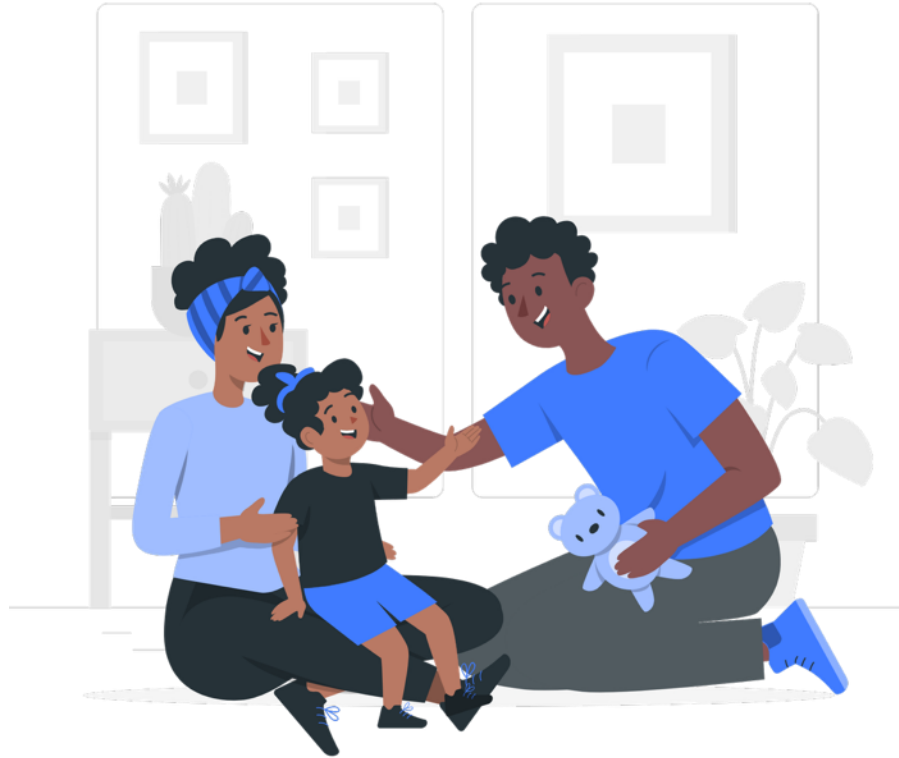




Minnesota Paid Leave

Paid Leave for union workers
October 23, 2025

About Paid Leave



- Am I covered by Paid Leave?
- What types of leave does Paid Leave cover?





Minnesota's Paid Leave law

- Minnesota Paid Leave was enacted in 2023 and launched **Jan. 1, 2026**.
- The law provides **job protections and payments** from the state to individuals who need time off to care for themselves or their loved ones.
- Minnesota Paid Leave will be **funded by premiums** made up of contributions from employees and employers.
- Paid Leave will **send benefit payments directly** to Minnesotans on leave.





Covered workers

Covered workers include:

Full-time and part-time workers

Most seasonal employees

Union workers

Salaried owner-officers

Agricultural workers

Employees of religious organizations

Temporary workers

Student workers

Employed family members

First responders

Elected and appointed officials

Not covered, can opt in:

Independent contractors

Self-employed individuals

Tribal Nations

Not covered, can't opt in:

Federal government employees

Railroad employees

Designated seasonal employees



Minnesota workers

Paid Leave covers people who work in Minnesota. The Paid Leave law defines this as:

- A. People who work 50 percent or more of the year in Minnesota, or
- B. For people who do not work 50 percent or more of the year in any one state, those who live in Minnesota.

Scenarios

- I work in Minnesota, but live in Wisconsin. *Am I covered?*
Yes.
- My employer is based in Iowa, but I work remotely in Minnesota. *Am I covered?*
Yes.
- I work in multiple states, but I live in Minnesota. *Am I covered?*
It depends on (1) time in each and (2) state of residence.



Covered leave: Family and Medical

Medical Leave

1 to 12 weeks



Medical

Leave to care for an individual's own serious health condition.

Family Leave

1 to 12 weeks



Bonding

Leave to bond with an individual's child during the first 12 months after the child's birth or after the placement of the child through adoption or foster care.

Military Family



Leave because a family member is on active duty or has been notified of an impending call or order to active duty in the Armed Forces

Caring



Leave to care for a family member with a serious health condition.

Safety



Leave because of domestic abuse, sexual assault, or stalking of the individual or individual's family member.

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

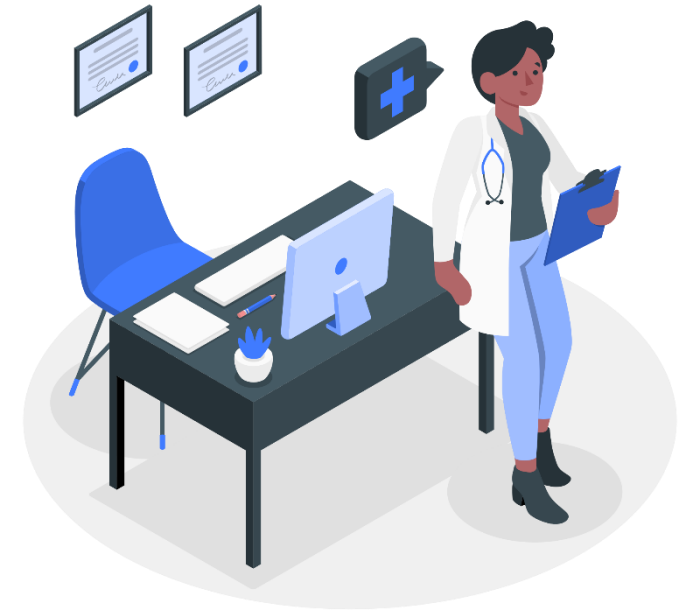
Qualifying conditions must last at least seven days and be certified by a healthcare or other service provider.



Serious health conditions

Medical Leave and Caring Leave can be taken for serious health conditions.

- A serious medical condition is one that lasts at least seven days and requires inpatient care or continuing treatment or supervision. It can include mental and/or physical health. These days do not need to be all at once.
- Paid Leave does not define or exclude specific diagnoses. It is based on your provider's professional assessment of your needs.





Family under Paid Leave

Under the Paid Leave law, the definition of family is very broad.

It includes anyone you have a personal relationship with that creates an **expectation and reliance for care** (without compensation), even if you do not live together.





Paid Leave payments

- **Paid Leave helps Minnesotans focus on what matters**, whether that's caring for a child, recovering from an illness, or supporting a loved one.
- **Minnesotans can get up to 90% of usual wages**, up to a maximum of \$1,423 per week (based on 2025 numbers).
- **Lower-wage workers get more support.** If you earn less, you'll get a higher percentage of your paycheck covered while on leave.
- You must have earned at least 5.3% of the statewide average annual wage in the past year to be eligible (\$3,900 in 2025).



If you receive payments from Unemployment Insurance, Workers' Compensation, or Social Security Disability Insurance during an absence, you are not eligible for Paid Leave payments.



Paid Leave premiums

This year, the premium rate will be 0.88% of wages for large employers and 0.66% for small employers. This covers both Family and Medical Leave.

- The premium rate is applied on wages up to the Social Security cap (\$176,000).
- The first premiums are due April 30, 2026.
- Generally, premiums are shared between employers and employees.

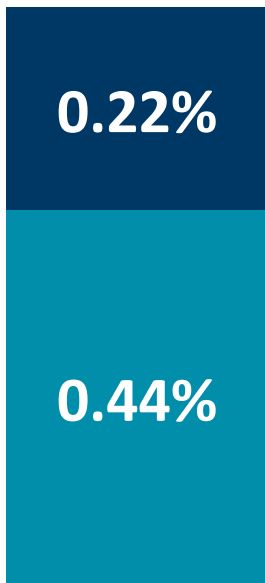


Splitting premiums

Large employer rate



Small employer rate



Employer minimum

Employers must contribute at least 0.44% (for large employers) or 0.22% (for small employers).

Employee maximum

Up to 0.44% can be collected from employees. Employers may cover more. Collection cannot cause employees to earn less than minimum wage.



Estimate premiums and payments

Employers and individuals can use our online calculators to estimate costs and payments under Paid Leave.

- You can plan for 2026 and estimate program cost and payments.
- For example, if someone earns \$70,000:

Weekly premium (if split 50% with employer)	\$5.93
Weekly payment on leave	\$1,059.22

The screenshot displays the 'Estimate Premiums' and 'Estimate Paid Leave payments' web interface. The 'Estimate Premiums' section includes a form for '1. Estimate Premiums' with a 'Calculate' button and a 'Reset' button. The 'Estimate Paid Leave payments' section includes a 'Weekly payments' summary showing 'Weekly Paid Leave payments' of \$1,059.22. Below this, a 'How was this calculated?' section explains the calculation: 'Your weekly payment is calculated from your average weekly wage. To find your average weekly wage, this calculator looks at the quarter where you earned the most, and divides your wages by the number of weeks in that quarter.' The calculation steps are: Highest earning quarter = \$17,500.00; Divided by 13 weeks in a quarter; Average weekly wage = \$1,346.15. The final calculation is: 90% * \$1,346.15 = \$640.35; 88% * \$634.85 = \$418.87; 55% * \$0.00 = \$0.00. The total weekly payment is \$1,059.22.

Paid Leave Employment Protections



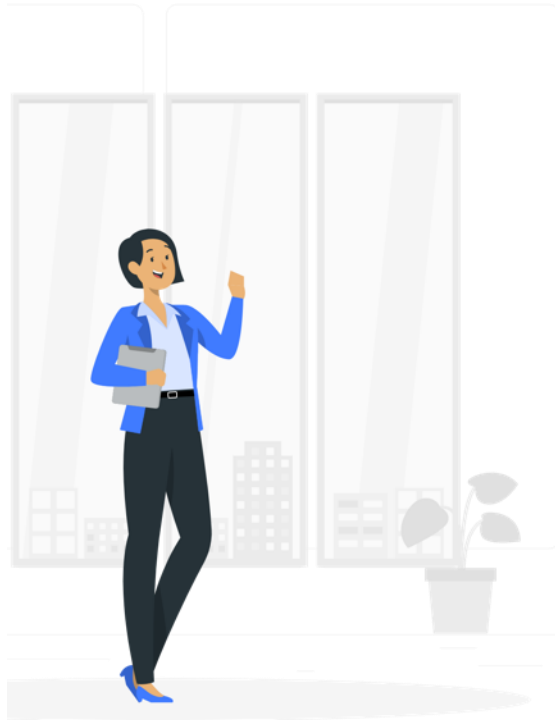
- Is my job protected when I take leave?
- Does my insurance coverage continue?
- How does Paid Leave affect seniority?





Job protections

Generally, you must be restored to your job or an equivalent position when you return from leave.



This job protection takes effect 90 days after your date of hire.

An equivalent position means a job that is “virtually identical” to their previous position, including things like:

- Working conditions, benefits, and pay, including differentials and bonuses
- Duties, responsibilities, privileges, authority, and status
- Work location and schedule



Insurance continuation



Generally, your health insurance coverage and other group insurance must continue for you and your dependents as if you were not on leave.

You and your employer must continue to fund your shares of these insurance premiums while you are on leave.



Union construction workers

Generally, employment protections cannot be waived.



The Paid Leave law makes one exception, for “employees who are working in the construction industry under a bona fide collective bargaining agreement.”

Right to job protections and insurance continuation may be waived by these workers if “set forth in clear and unambiguous terms in the collective bargaining agreement” by citing state law.



Collective bargaining agreements

Paid Leave is a statewide benefit that applies to all eligible workers, regardless of union status.

- The law sets a baseline of benefits. Union workers and their employers can choose to negotiate additional benefits beyond this baseline.
- Paid Leave is separate from other employer policies or contract language that may relate to leave, paid time off, or other topics.

Questions about how Paid Leave will fit with existing union contracts should be taken up between union workers and their employers through appropriate channels.

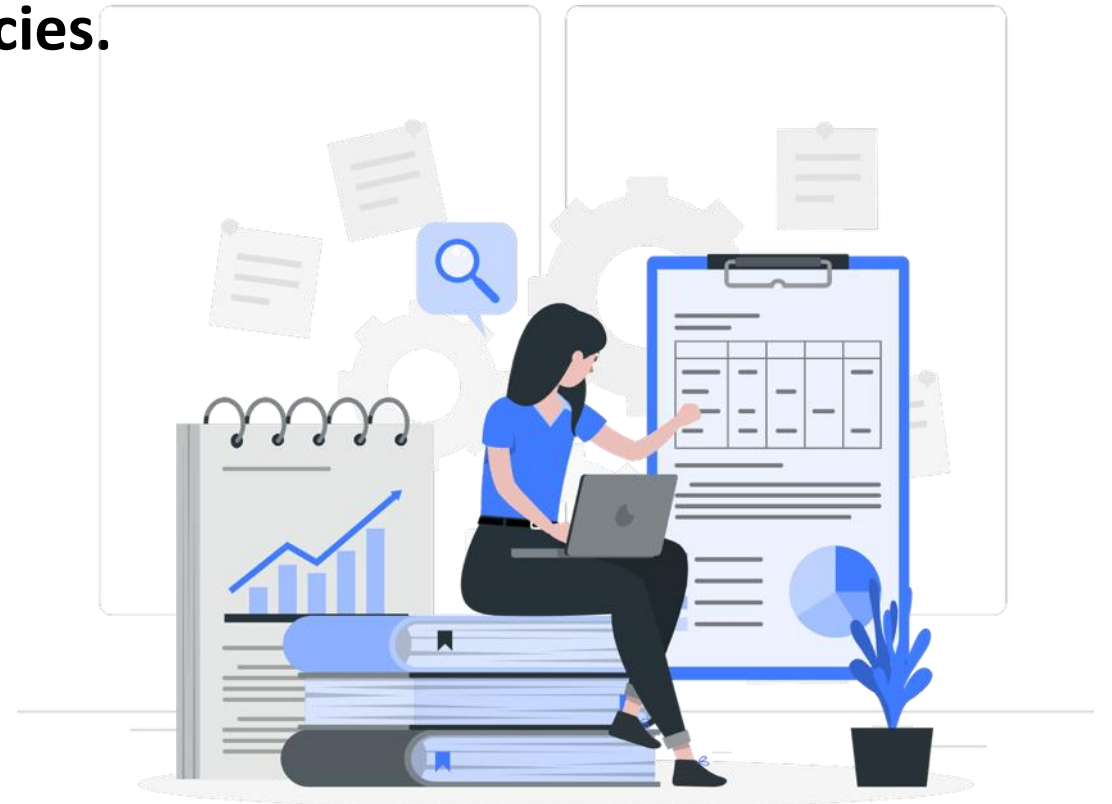




Seniority and other benefits

Paid Leave does not erase any seniority or hiring rights protected under union contracts or workplace policies.

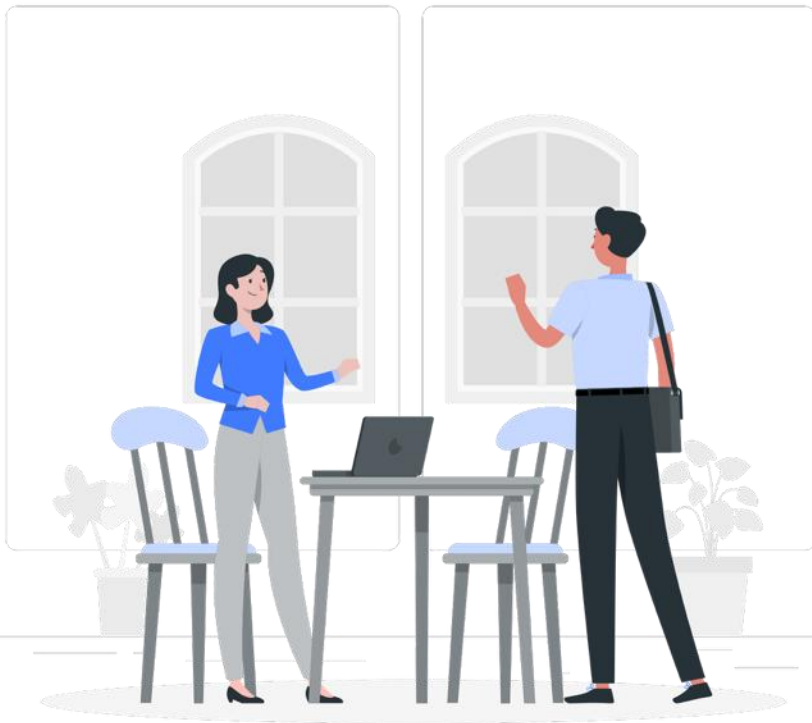
- Time on leave should be treated like other protected leave.
- Whether leave time counts towards additional Paid Time Off (PTO) or seniority depends on a worker's contract or workplace policy.





Retaliation and interference

Employers must not interfere with or retaliate against you if you apply for or use Paid Leave.



These protections apply no matter how long you have been at your job.

Employers cannot take your Paid Leave payments.

These protections will be enforced by the Department of Labor and Industry. If you are concerned that your employer may not be following the Paid Leave law, contact us.



Required workplace poster

Employers must display a required workplace poster in **English and any language spoken by 5 or more employees** or independent contractors.

The poster is available on our website in multiple languages.

MINNESOTA PAID LEAVE

Effective January 1, 2026

Minnesota Paid Leave provides payments and job protections when you need time off to care for yourself or your family.

What can I use Paid Leave for?

Medical Leave:

- To care for your own serious health condition, including care related to pregnancy, childbirth, and recovery

Family Leave:

- **Bonding Leave** – to care for and bond with a new child welcomed through birth, adoption, or foster placement
- **Caring Leave** – to care for a family member with a serious health condition
- **Military Family Leave** – to support a family member called to active duty
- **Safety Leave** – to respond to issues related to domestic violence, sexual assault, or stalking for yourself or a family member

Generally, conditions must last more than seven days and be certified by a healthcare provider or other professional.

Am I covered by Paid Leave?

Most workers in Minnesota are covered by Paid Leave. You are covered no matter the size of your employer, or the hours or days you work. Independent contractors and self-employed individuals are not automatically covered but may opt in. You may qualify for payments if you've been paid a minimum amount for work in Minnesota in the last year (\$3,900 for the start of Paid Leave in 2026).

How long can I take leave?

You may qualify to take up to 12 weeks of family or medical leave per benefit year. If you need both family and medical leave in the same benefit year, you may qualify for up to 20 weeks in total.

How much will I get paid?

When you use Paid Leave, the state makes payments to you. Paid Leave will pay up to 90% of your wages, based on your income level, with a maximum weekly amount set at the state's average weekly wage. This amount changes each year, and is \$1,423 for the start of Paid Leave in 2026.

Who pays for Paid Leave?

Paid Leave is funded by premiums paid by employees and employers. The initial premium rate is 0.88% of covered wages. Your employer may deduct up to 0.44% of your wages to fund your portion of the premium.

What are my employment protections?

- **Job protections:** Generally, you must be restored to your job or an equivalent position when returning from leave. Job protections take effect 90 days after your date of hire.
- **Health insurance continuation:** Generally, employers must continue to fund their portion of healthcare insurance premiums while you are on leave.
- **No retaliation or interference:** Employers must not interfere with or retaliate against you if you apply for or use Paid Leave. Employers cannot take your Paid Leave payments.

For inquiries related to Paid Leave, please contact Minnesota Paid Leave at 651-556-7777 or visit our website.

If you think your employer is violating employment protections, contact the Labor Standards Division at the Minnesota Department of Labor and Industry.



LEARN MORE: paidleave.mn.gov

This information can be provided in alternative formats to people with disabilities or people needing language assistance by calling the Paid Leave Contact Center at 651-556-7777 or 844-556-0444 (toll-free).

7/2025

mn MINNESOTA
PAID LEAVE

Minnesota Paid Leave | 180 E 5th St Suite 1200 | Saint Paul, MN 55101



Required individual notice

mn MINNESOTA PAID LEAVE

Minnesota Paid Leave

Minnesota Paid Leave provides payments and job protections when you need time off to care for yourself or your family.

You can take leave for the following qualifying events:

Medical Leave:

- To care for your own serious health condition, including care related to pregnancy, childbirth, and recovery

Family Leave:

- Bonding Leave – to care for and bond with a child welcomed through birth, adoption, or foster placement
- Caring Leave – to care for a family member with a serious health condition
- Military Family Leave – to support a family member called to active duty
- Safety Leave – to respond to issues related to domestic violence, sexual assault, or stalking for yourself or a family member

Am I covered by Paid Leave?

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What are my employment protections?

- **Job protections:** Generally, you must be restored to your job or an equivalent position when returning from leave. Job protections take effect 90 days after your date of hire.
- **Health insurance continuation:** Generally, employers must continue to fund their portion of healthcare insurance and other group insurance premiums while you are on leave. You will be responsible for any portion of health insurance and other group insurance premiums that you pay.
- **No retaliation or interference:** Employers must not interfere with or retaliate against you if you apply for or use Paid Leave. Employers cannot take your Paid Leave payments.

Minnesota Paid Leave
180 E 5th St, Suite 1200 | St. Paul, MN 55101
paidleave.mn.gov

Employers must notify individual employees directly within 30 days of hire or 30 days before premium collection begins.

For program launch, this means you must be notified by December 1, 2025.

This notice must be provided to you in your primary language. Paid Leave has provided sample notices.

You will be asked to acknowledge receipt of the notice.



Equivalent plans

Employers can offer Paid Leave through an equivalent private plan. In this case, you would apply and be paid through your employer or an insurance carrier, instead of the state.

Under an equivalent plan:

- Payments, leave time, coverage, and eligibility must be equal to or better than what is offered under Minnesota Paid Leave.
- You have the same job protections as other workers and can appeal or raise concerns to the state.
- You cannot be charged more than you would be under the state plan (up to 0.44% of your wages in 2026).





Other job protections

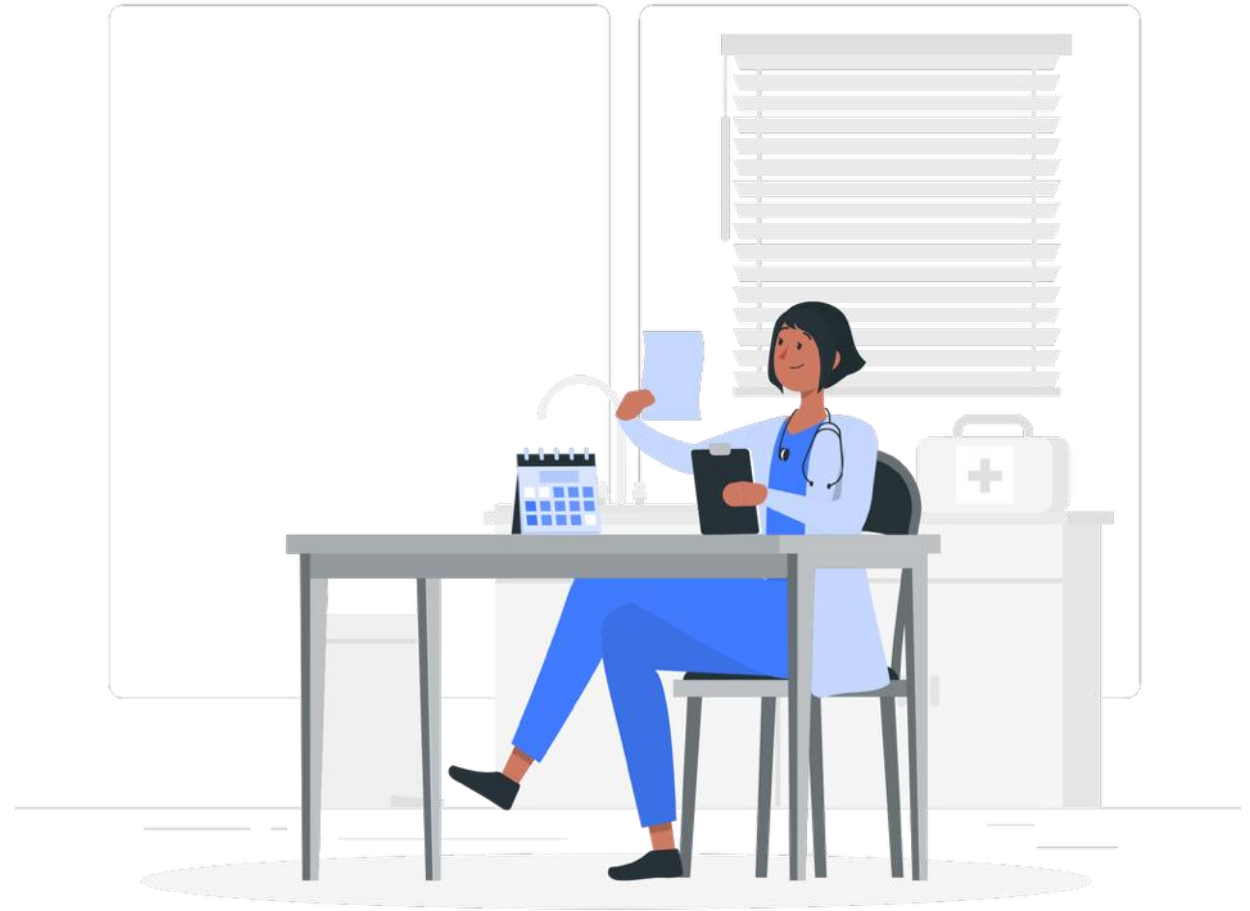
In addition to Paid Leave, you may qualify for job protections under other programs.



- **Family and Medical Leave Act (FMLA).** FMLA is a federal law that provides up to 12 weeks of unpaid, job-protected leave per year.
- **Pregnancy & Parental Leave (PPL).** PPL is a state law that provides up to 12 weeks of unpaid, job-protected leave during pregnancy or upon the birth or adoption of a child.

Employers may run these job protections at the same time as Paid Leave. This means you **cannot** use them one after the other for the same qualifying event.

Apply Plan for Leave



- What should I discuss with my provider?
- When should I let my employer know?



Provider: Certification

Certification shows that you need Paid Leave. All types of leave require some kind of certification.

- Medical Leave and Caring Leave require a certification form completed by a **medical professional**.
 - This form will establish **how much leave** time you need, and on **what schedule**.
 - Paid Leave will provide forms and **will accept FMLA** forms.
- Military Family Leave, Bonding Leave, and most cases of Safety Leave use **other documentation** for certification.
- Paid Leave will not provide your certification document to your employer, but they can request it from you, and you are required to provide it.





Leave schedules

Leave under Paid Leave can be taken either continuously or intermittently.

- **Continuous leave is taken in a single block of time.** (ex. 4 weeks of leave)
- **Intermittent leave is taken in smaller blocks of time** (ex. 2 days a week for 4 hours each over 2 months)

The shortest length of time that can be taken as intermittent leave is a workplace policy. For example, this could be one day, one half day, one hour, or one minute.

Continuous Leave

M	T	W	Th	F

Intermittent Leave

M	T	W	Th	F



Employer: Notification

You must notify your employer before you apply for Paid Leave. You should notify them at least 30 days before, or as soon as possible if your reason for leave prevents this.

You should follow your documented workplace policy for notifying your employer. This might mean notifying a certain person or providing your notice in a certain way.

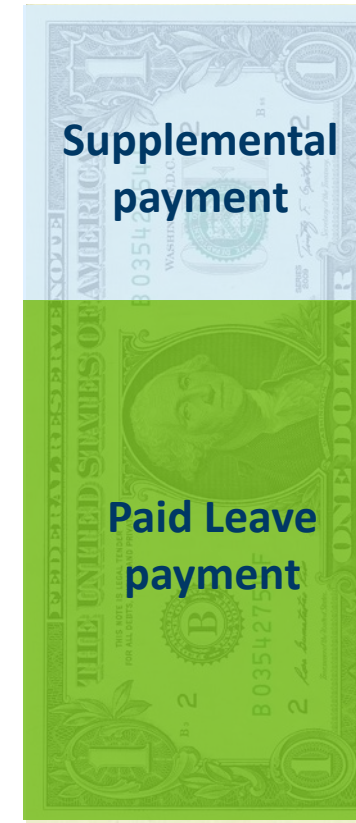
Workplace policies could be changed or set regarding leave notice requirements.

The screenshot shows a web form titled "MINNESOTA PAID LEAVE". Under the heading "Employment Information", there is a question: "Have you told your employer that you are taking leave?". There are two radio button options: "Yes" (which is selected) and "No". Below this is another question: "When did you tell them?". A note says "This can be an approximate date. Format: mm/dd/yyyy". There is a date input field with a calendar icon. At the bottom, there are two buttons: "Back" and "Save and continue".



Paid Leave and other benefits

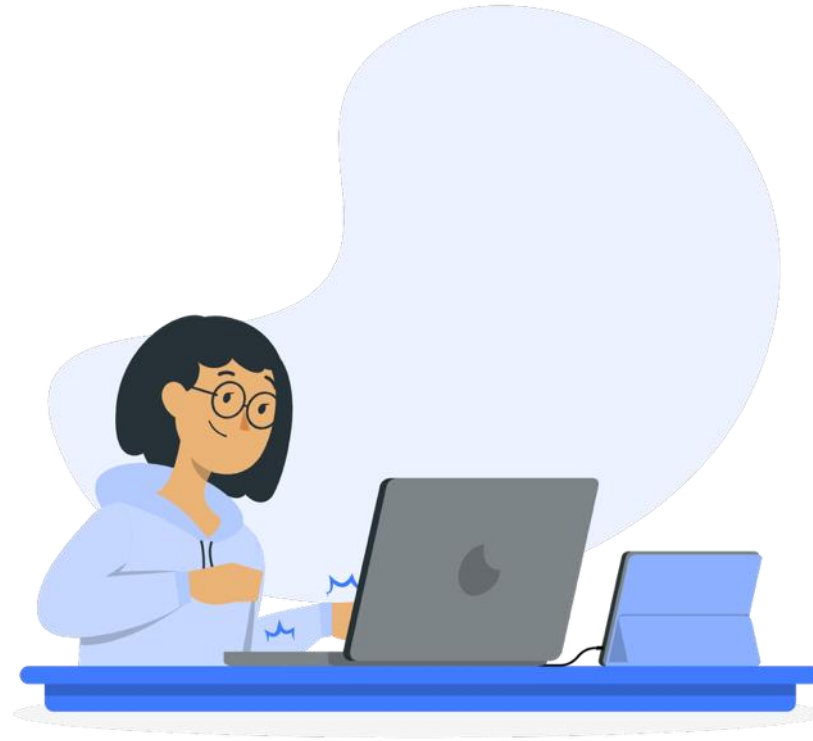
- Workplaces can offer supplemental payments to employees on leave through PTO or other benefits.
- Think of it like “topping off” Paid Leave payments.
- Other payments can reduce or replace Paid Leave payments.
- Decide if you will take supplemental payments or use PTO to replace Paid Leave payments.



} Paid by employer

} Paid by state

Apply Prepare to Apply



- Collect documents and information
- Prepare to apply online or by phone



The application process

The Paid Leave application process

1. **Employee** notifies **Employer** about intention to take leave.
2. **Employee** submits application for Paid Leave.
Employer is asked to verify application details.
3. **Paid Leave Division** adjudicates the application.
4. **Employee** and **Employer** are notified of determination.

The screenshot shows the 'Start your application' page on the Minnesota Paid Leave website. The header includes the 'm MINNESOTA PAID LEAVE' logo and navigation links for 'Home', 'My account', and 'Log out'. The main content area contains the following text:

Start your application

We use this application to determine the leave time and benefit amount you will receive.

We need true answers to every question so that we can manage the program the way the law requires. [Read more about the requirement to answer truthfully.](#)

Please confirm that you will answer as truthfully as you can.

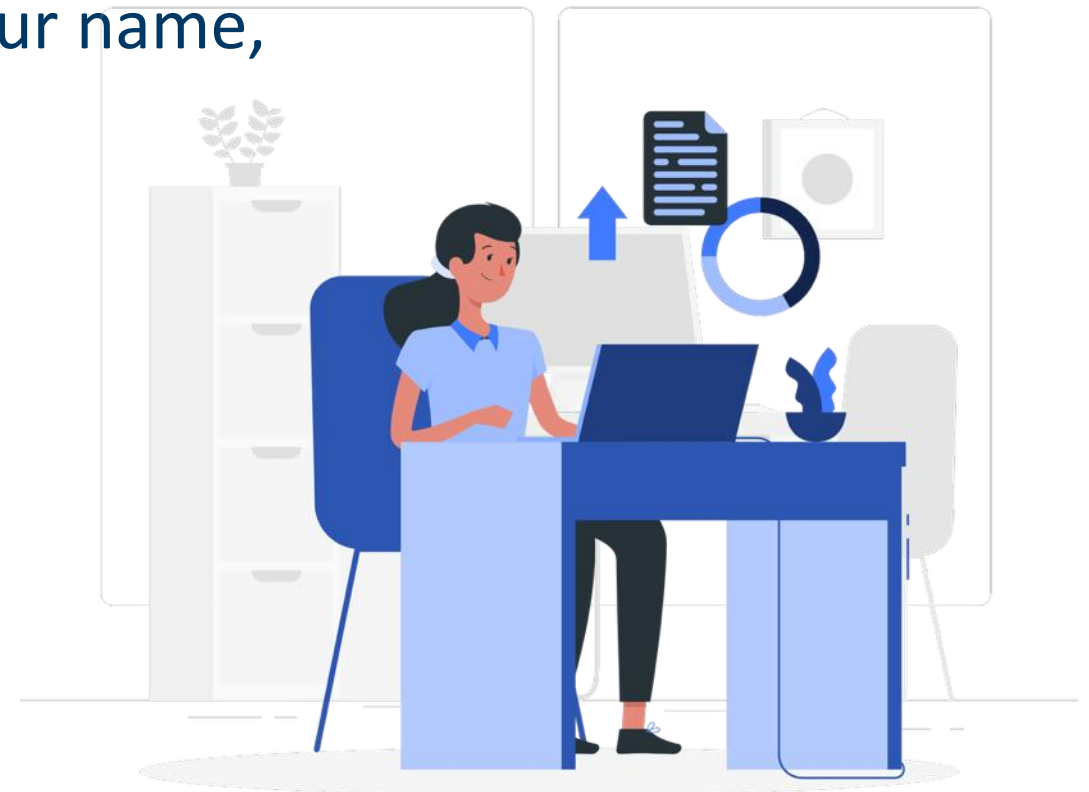
At the bottom, there are two buttons: 'Back' and 'I understand and agree'.



Apply: Documents + info

You will need to share certain documents and information when you apply. These include:

- **Basic personal information**, like your name, address and phone number
- **Dates** you plan to take leave
- **Certification documents**
- **Information on your employers**, including usual pay and schedule

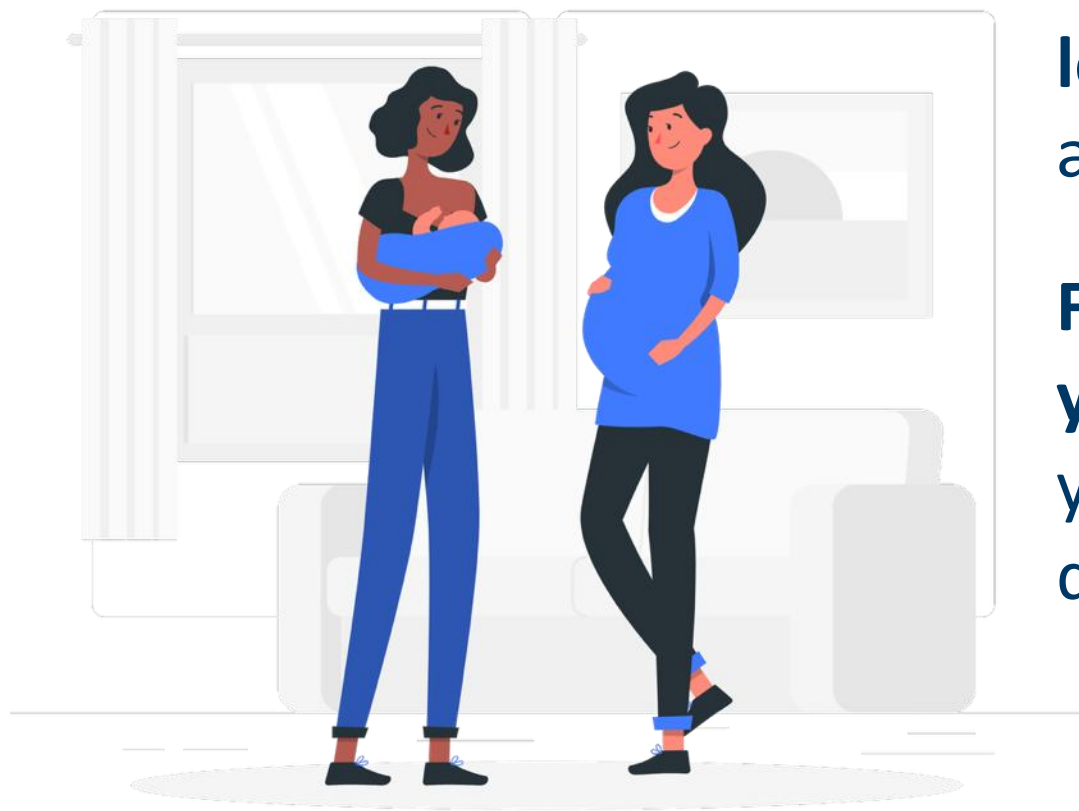




When to apply

You can apply up to 60 days before your leave starts. You can start and save an application before this time.

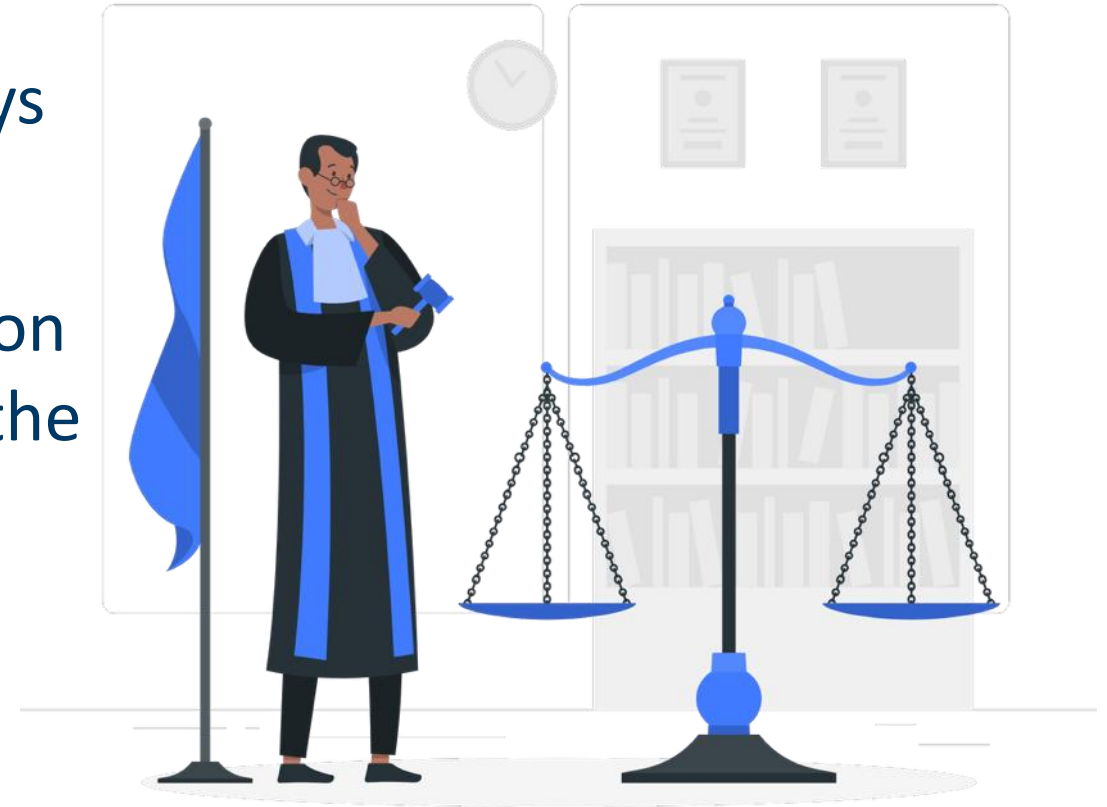
For Bonding Leave, you can apply before your child arrives. You will need to return to your application to submit certification documentation after your child arrives.





If your application is denied you may be able to appeal.

- Appeals must be filed 30 calendar days from the date of the determination.
- This deadline, and more information on how to appeal, will be included with the determination on your application.



Visit the Paid Leave website to:

- Review the steps you can take to get ready
- Check out frequently asked questions
- Estimate premiums and payments with our calculators
- Sign up to receive Paid Leave updates
- Send us questions

To reach the Contact Center by phone, call 651-556-7777 or 844-556-0444 (toll-free). Paid Leave staff are available 8:00 a.m. to 4:30 p.m., Monday through Friday, except state holidays.



Thank you + Questions