MINNESOTA CHAMBER OF COMMERCE
GROWING MINNESOTA

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.

Timeline for employers:

- **TODAY!** — Set up Employer and Paid Leave Administrator accounts
- **October 31** — File quarterly wage detail reports
- **November 10** — Deadline to apply for private plan approval
- **December 1** — Post workplace poster and notify employees of the new law
- **January 1** — 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 ill 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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