

Minnesota Paid Family & Medical Leave (MN PFML)

MN PFML is a state-mandated program providing financial support and job protection for employees needing time off for medical reasons, family care, or bonding with a new child, starting January 1, 2026.

MN PFML aims to ensure that Minnesota workers can take time off for:

- **Medical Leave:** To address their own serious health conditions, including pregnancy and childbirth.
- **Caregiving Leave:** To care for a family member with a serious health condition.
- **Parental Leave:** To bond with a new child.
- **Military Leave:** For certain military-related events.
- **Safety Leave:** For certain personal safety issues.

Eligibility

- Employees must have earned at least 5.3% of the state's average annual wage during their base period, which is the four completed calendar quarters before their application.

Weekly Benefit

- Employees receive benefits calculated using a three-tiered system, with the maximum weekly benefit equaling the state's average weekly wage (SAWW).
 - Tier 1: 90% of wages up to 50% of the SAWW.
 - Tier 2: 66% of wages exceeding 50% but not 100% of the SAWW.
 - Tier 3: 55% of wages exceeding 100% of the SAWW.

Job and Benefits Protection

- Once an employee has worked 90 days for their employer, they are entitled to job and benefits protection under MN PFML.

Coverage Period

- MN PFML offers up to 12 weeks of paid leave for medical reasons or to care for a family member, with a combined maximum of 20 weeks per benefit year (52-week period).

Filing for Disability

- To apply you must file a claim directly with the state.
- To file a claim, visit the state website [here](#).