

Minnesota PFML

2026 Employer Deadline Calendar

Key dates every Minnesota employer must know

Q1 2026 (January - March)

Date	Deadline	Action Required
Jan 1, 2026	Benefits Begin	Employees can file PFML claims. Wage withholding active.
Jan 31, 2026	First Wage Report	Submit Q4 2025 wage report (if applicable).
Feb 15, 2026	Private Plan Deadline	Apply for Q2 private plan exemption (effective Apr 1).
Mar 31, 2026	Q1 Ends	Track wages for first premium payment.

Q2 2026 (April - June)

Date	Deadline	Action Required
Apr 30, 2026	FIRST PREMIUM DUE	Pay Q1 2026 premiums. Submit wage report.
May 15, 2026	Private Plan Deadline	Apply for Q3 private plan exemption (effective Jul 1).
Jun 30, 2026	Q2 Ends	Track wages for second premium payment.

Q3 2026 (July - September)

Date	Deadline	Action Required
Jul 31, 2026	Q2 Premium Due	Pay Q2 2026 premiums. Submit wage report.
Aug 15, 2026	Private Plan Deadline	Apply for Q4 private plan exemption (effective Oct 1).
Sep 30, 2026	Q3 Ends	Track wages for third premium payment.

Q4 2026 (October - December)

Date	Deadline	Action Required
Oct 31, 2026	Q3 Premium Due	Pay Q3 2026 premiums. Submit wage report.
Nov 15, 2026	Private Plan Deadline	Apply for Q1 2027 private plan exemption (effective Jan 1).
Dec 31, 2026	Q4 Ends	Track wages for fourth premium payment.

Early 2027

Date	Deadline	Action Required
Jan 31, 2027	Q4 2026 Premium Due	Pay Q4 2026 premiums. Submit final 2026 wage report.

Key Reminders

- Premium Rate: 0.88% of wages (up to \$185,000 cap)
- Split: Employer pays minimum 0.44%, Employee pays maximum 0.44%
- Register at: uimn.org (Minnesota UI portal)
- Late Payment Penalty: 2% per month on unpaid premiums
- Employee Notices: Required within 30 days of hire

For more information: mn.gov/pfml | Questions? Contact Minnesota DEED
 Free employer resources at Navitize.com