

# PAID FAMILY AND MEDICAL LEAVE

EFFECTIVE  
JAN 1, 2026

## Your Rights Under Minnesota Law

### WHAT IS PAID FAMILY AND MEDICAL LEAVE?

Minnesota Paid Family and Medical Leave (PFML) provides wage replacement benefits when you need time off for qualifying family and medical reasons. Benefits are funded through payroll contributions from employers and employees.

### QUALIFYING REASONS FOR LEAVE

- Your own serious health condition
- Caring for a family member with a serious health condition
- Bonding with a new child (birth, adoption, or foster placement)
- Qualifying military exigency
- Safety leave (domestic abuse, sexual assault, stalking)

#### BENEFITS

- Up to 12 weeks for family leave
- Up to 12 weeks for medical leave
- Combined max: 20 weeks per year
- Up to 90% wage replacement
- Maximum weekly benefit: \$1,473

#### ELIGIBILITY

- Earned wages in Minnesota
- Meet minimum earnings threshold
- Work for covered employer
- Self-employed may opt in
- No minimum tenure required

#### 2026 PREMIUM RATE: 0.88%

Total premium: 0.88% of covered wages (up to \$185,000)  
Employer share: Minimum 0.44% | Employee share: Maximum 0.44%

### YOUR JOB IS PROTECTED

You have the right to return to your job or an equivalent position after PFML leave. Employers cannot retaliate against you for requesting or taking leave.

### HOW TO FILE A CLAIM