Starting January 1, 2026, Minnesota workers will have access to paid family and medical leave. Paid Leave lets you take time off from work while still getting part of your paycheck. It protects your job, so you don't have to choose between your work, health, or family.

WHAT IS PAID LEAVE FOR?

You can use Paid Leave when you need to be away from work for some time.

- Medical Leave, to:

  Manage your own serious health condition

- Family Leave, to:

  Welcome a new child (through birth, adoption, or foster care)

  Care for a family member with a serious health condition

  Support a family member's military service

  Respond to safety concerns like domestic violence or stalking

Paid Leave can support you whether your need is planned or unexpected. You can use it to care for anyone close to you who depends on you like family.

HOW IT WORKS

- You apply online or by phone.
- If your application is approved, you will get weekly payments while on leave.
- You can use leave all at once or in smaller blocks.

HOW MUCH LEAVE CAN YOU TAKE?

In one year, you can take:

- Up to 12 weeks of Medical Leave
- Up to 12 weeks of Family Leave

If you qualify for both Medical and Family Leave, you can take a combined total of 20 weeks.

HOW MUCH WILL YOU GET PAID?

When you use Paid Leave, the state will pay you part of what you usually make. The average employee will get 77% of their normal pay while on leave, up to a maximum weekly payment of $1,423 in 2026.

PAID LEAVE JOB PROTECTIONS

- Generally, you must be returned to your job or a similar job when you come back from leave.
- Job protections begin 90 days after your date of hire.
- No matter how long you've been at your job, employers cannot retaliate against you for applying for or using Paid Leave.

If you have questions or need assistance, please contact the Paid Leave Contact Center at 651-556-7777 or 844-556-0444 (toll-free). Information is available in alternative formats for people with disabilities or people needing language assistance by using the contact information listed above.

LEARN MORE

info.paidleave.mn.gov

MINNESOTA
PAID LEAVE