

Paid Leave for birth and bonding

Paid Leave provides payments and time off for parents to take care of your health during pregnancy, recover after birth, and bond with your child.

Two types of leave for new parents

There are two types of leave new parents can take. Depending on your situation, you can apply for one or both types. If you need both, you will submit two applications.

Type of Leave	Pregnancy-related Medical Leave	Bonding Leave
What does it cover?	Medical needs during pregnancy, birth, recovery after childbirth	Caring for and bonding with your child from birth, adoption, or foster placement
Who can take it?	Birth parents	All parents
How much time can I take?	Up to 12 weeks, depending on what your healthcare provider says you need	Up to 12 weeks
How is it certified?	By your healthcare provider	Proof of birth, adoption, or foster placement

Planning your leave dates

If you take both Pregnancy-related Medical Leave and Bonding Leave, the leave periods must run one after the other. They cannot overlap. **Bonding Leave begins after your Medical Leave ends.** Your Medical Leave request must match the amount of time your provider certifies. Do not change the information your provider enters.

Example:

Baby is born January 15. Healthcare provider certifies that 6 weeks of Medical Leave are needed to recover from birth.

Pregnancy-related Medical Leave
January 15 – February 25
(6 weeks)

Bonding Leave
February 26 – May 21
(12 weeks)

How much total leave can I take?

- Up to 12 weeks of Pregnancy-related Medical Leave (if certified by your healthcare provider)
- Up to 12 weeks of Bonding Leave

If you take both types of leave, you can take up to 20 weeks total in the same benefit year.

When can I take Bonding Leave?

Parents can take Bonding Leave during the first 12 months after their child's birth, date of adoption placement, or date of foster placement.

What are my job protections?

- Continued access to health insurance and other group insurance. You and your employer will continue to cover premiums at your usual rate.
- Return to the same or a similar role once you return. These protections start 90 days after your date of hire.
- Protection from retaliation or unfair treatment for taking leave. These protections apply no matter how long you have been at your job.

How do I apply?

1. **Decide what type of leave you need.** If you are a birthing parent and need to take both Pregnancy-related Medical Leave and Bonding Leave, you will complete two separate applications, one for each type of leave.
2. **Tell your employer.** Provide at least 30 days' notice before your leave start date, or as soon as possible if your leave is unexpected.
3. **Gather your documents before you apply.** These include identification and documents that certify your need for leave. A complete list can be found on the Paid Leave website.
4. **Submit your application online.** Visit paidleave.mn.gov to apply. You can track your application status through your online account and communicate with Paid Leave staff. Check your account regularly for updates.

If you need help applying, you can ask someone you trust to help you apply while you are present, or designate an authorized representative to apply on your behalf. For more information, visit pl.mn.gov/rep

Paid Leave and other benefits

You may be able to use Paid Leave at the same time as other benefits. Talk to your employer about how to coordinate your benefits. You cannot receive more than your usual weekly pay when taking Paid Leave with other benefits.

- **Family and Medical Leave Act (FMLA)** is a federal program that gives you up to 12 weeks of unpaid, job-protected leave. FMLA often runs at the same time as Paid Leave. It does not change your Paid Leave payments.
- **Pregnancy and Parental Leave (PPL)** is a state law that allows eligible employees to take unpaid, job-protected leave related to pregnancy, childbirth, and parenting.
- **Short-term Disability (STD)** is a benefit you may have through your employer or a private plan. If you receive STD during pregnancy or childbirth recovery, you can still receive Paid Leave, but your STD payments may be reduced.
- **Paid Time Off (PTO).** You may be able to use employer-paid PTO to “top off” your Paid Leave payments, or you may choose to use it instead of a Paid Leave payment. Your employer cannot require you to use PTO for Paid Leave.

For more information, visit pl.mn.gov/bonding

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.

