



Effective January 1, 2026

Minnesota Paid Family and Medical Leave (MN PFML) provides payments and job protections when you need time off to care for yourself or your family.

More information available on the state website: [Minnesota Paid Leave](#)

What can I use MN PFML for?

Medical Leave:

- To care for your own serious health condition, including care related to pregnancy, childbirth, and recovery

Family Leave:

- **Bonding Leave** – to care for and bond with a new child welcomed through birth, adoption, or foster placement
- **Caring Leave** – to care for a family member with a serious health condition
- **Military Family Leave** – to support a family member called to active duty
- **Safety Leave** – to respond to issues related to domestic violence, sexual assault, or stalking for yourself or a family member. Generally, conditions must last more than seven days and be certified by a healthcare provider or other professional

Am I covered by MN PFML?

Most workers in Minnesota are covered by MN PFML. You are covered no matter the size of your employer, or the hours or days you work. Independent contractors and self-employed individuals are not automatically covered but may opt in. You may qualify for payments if you've been paid a minimum amount for work in Minnesota in the last year (\$3,900 for the start of MN PFML in 2026).

How long can I take leave?

You may qualify to take up to 12 weeks of family or medical leave per benefit year. If you need both family and medical leave in the same benefit year, you may qualify for up to 20 weeks in total.

How much will I get paid?

When you use MN PFML, the state makes payments to you. MN PFML will pay up to 90% of your wages, based on your income level, with a maximum weekly amount set at the state's average weekly wage. This amount changes each year and is \$1,423 for the start of MN PFML in 2026.

Who pays for MN PFML?

MN PFML is funded by premiums paid by employees and employers. Your employer may deduct up to 0.44% of your wages to fund your portion of the premium.

What are my employment protections?

- **Job protections:** Generally, you must be restored to your job or an equivalent position when returning from leave. Job protections take effect 90 days after your date of hire.
- **Health insurance continuation:** Generally, employers must continue to fund their portion of healthcare insurance premiums while you are on leave.
- **No retaliation or interference:** Employers must not interfere with or retaliate against you if you apply for or use MN PFML. Employers cannot take your MN PFML payments.

How do I apply for MN PFML benefits?

Beginning January 1, 2026, when benefits become payable, you may file a claim with MetLife the same way you do for your other MetLife disability and absence products. (MyBenefits or call (833) 622-0135)

For inquiries related to Minnesota Paid Leave, please contact the state at 651-556-7777 or visit their [website](#).

Your employer's Paid Family and Medical Leave benefits insurance carrier is:

Metropolitan Life Insurance Company 200 Park Avenue, New York, NY 10016 (800) 300-4296

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