



Minnesota Paid Family and Medical Leave



What is Paid Family and Medical Leave?

Paid Family and Medical Leave (PFML) provides employees up to 20 weeks of partially compensated time away from work to take care of themselves or a loved one for a number of qualified reasons. The program is funded by employer/employee contributions beginning on January 1, 2026. See timelines below for important upcoming dates.



Who has to provide PFML coverage to their employees?

Any employer with at least one employee working in Minnesota must provide PFML coverage.

PFML covers both full-time and part-time employees* that meet the following eligibility requirements:

- Earned at least 5.3% of the state average annual wage in the past year (rounded down to the next lower \$100)
- Works in Minnesota at least 50% of the year

**The program does not cover certain seasonal hospitality employees.*



Timelines

2025

- **July**
 - Outreach grant funds for community-based groups are available
- **November 10th**
 - Deadline for employers choosing a private plan to submit their opt out application and receive approval from the state Paid Leave team
- **December**
 - Deadline for employers to notify employees about Paid Leave benefits

2026

- **January**
 - **Individuals and families can begin taking Paid Leave**
 - Payroll deductions begin for employers and employees
 - Small employers can apply for assistance grants
- **April**
 - First quarterly premiums due from employers

Resources

[Employee Leave Laws - PFML](#)

[Minnesota State Website](#)

[Employer Resource Toolkit](#)

Who does OCI quote and have a contract with?

- [Principal](#) (10+ eligible)
- [Shelter Point](#) (1-9 eligible)

How OCI can help you:

- Quoting and installation of PFML plans
- Education and guidance
- Carrier training opportunities
- PFML plan admin: billing, renewals, service questions, etc.

Questions? Contact Benefit Operations at groupsales@ociservices.com and Group Admin at groupadmin@ociservices.com.