

Minnesota Paid Leave

Minnesota Paid Leave provides payments and job protections when you need time off

Your employer provides Paid Leave through an approved equivalent plan instead of through the State of Minnesota. This plan provides time off, payments, and job protections that are equal to or greater than those offered under Minnesota Paid Leave.

Equivalent plan information:

Insurer Name:	MetLife
Equivalent Plan Covers:	☐ Family Leave ☐ Medical Leave ☒ Both
Effective Date:	01/01/2026
Website:	Minnesota Paid Family and Medical Leave (MN PFML) MetLife
Phone:	1-800-300-4296

What leave is covered?

You can take leave for the following qualifying events:

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 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

Am I covered by Paid Leave?

Most workers in Minnesota are covered by Paid Leave. An equivalent plan must offer coverage that is equal to or greater than what is offered under the state plan. Under the state plan, 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 Paid Leave in 2026).

How long can I take leave?

An equivalent plan must offer leave time that is equal to or greater than what is offered under the state plan. Under the state plan, 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 under the state plan.

How much will I get paid?

An equivalent plan must offer payments that are equal to or greater than what is offered under the state plan. Under the state plan, you will be paid 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 Paid Leave in 2026.

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 and other group insurance premiums while you are on leave. You will be responsible for any portion of health insurance and other group insurance premiums that you pay.
- **No retaliation or interference:** Employers must not interfere with or retaliate against you if you apply for or use Paid Leave. Employers cannot take your Paid Leave payments.
- **Equivalent plans:** Equivalent plans cannot impose any additional costs, conditions, or restrictions on Paid Leave beyond those in the state plan.

Who pays for the equivalent plan?

Your employer's equivalent plan may be funded by employer contributions, employee payroll deductions, or both. **Your employer cannot charge you more than 0.44% of your wages** to fund your portion of the equivalent plan premium.

Employers are responsible completing this section.

Your contributions are as follows:

Medical Leave	Total Medical Leave Premium: _%			
		will contribute	<u>.315%</u>	of the medical leave contribution
	(Employer Name)	and the remaining	<u>.315%</u>	will be deducted from your wages

Family Leave	Total Family Leave Premium: ____%			
		will contribute	<u>.10%</u>	of the family leave contribution
	(Employer Name)	and the remaining	<u>.10%</u>	will be deducted from your wages

Total deducted from your wages	<u>.415%</u>
	%

If you need to apply see Sherri Schueller, or Erin Erdman in her absence.

Visit **paidleave.mn.gov** for more information about Minnesota Paid Leave.

If your application for leave is denied, you have 30 calendar days from when you received the review decision to appeal it.

Other ways to reach us

Phone: 651-556-7777 or 844-556-0444 (toll free). **E-mail:** paidleave@state.mn.us

Mail: Department of Employment and Economic
Development, Paid Leave Division 180 E 5th Street, 12th
Floor, Saint Paul, MN

Employer Name: Erdman Automation Corporation

Mailing Address: 1701 14St S Princeton, MN 55371

Employer FEIN: 41-1764411

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I have received the information about Minnesota Paid Family and Medical Leave

Name: _____

Signature: _____

Date: _____