



Comparison of Earned Sick and Safe Time and Paid Leave

| | Earned Sick and Safe Time | Paid Leave |
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| Purpose | Allow for accrual and use of paid time off and provide job protections for employees who are unable to work due to a qualifying reason. | Provide job protections and partial wage replacement for individuals unable to work due to a qualifying condition lasting at least seven days. |
| Program start date | Jan. 1, 2024 (in effect). | Jan. 1, 2026. |
| Qualifying reasons | <p>Medical: employee’s mental or physical illness, treatment or preventive care</p> <p>Caring: family member’s mental or physical illness, treatment or preventive care</p> <p>Safety: domestic assault, sexual abuse or stalking</p> <p>Closings: employee’s workplace or their family member’s school or place of care closes due to weather or a public emergency</p> <p>Communicable disease: when determined by a health authority or health care professional that the employee or a family member is at risk of infecting others with a communicable disease</p> | <p>Medical: employee’s mental or physical illness, treatment</p> <p>Caring: family member’s mental or physical illness, treatment</p> <p>Safety: domestic assault, sexual abuse or stalking</p> <p>Parental leave: bond with a new child after birth, foster or adoption</p> <p>Active duty: family member on active duty or notified of impending order</p> <p>A health care provider or designated professional must certify the need for leave</p> |
| Covered employers | Nearly all Minnesota employers, regardless of business size or number of employees. | Nearly all Minnesota employers, regardless of business size or number of employees. |
| Covered employees | Employees who have worked at least 80 hours in a year for an employer in Minnesota. | Employees who have earned at least 5.3% of the statewide average annual wage (\$1,337 in 2023) in the past year. |
| Who is not required to participate? | Independent contractors, the federal government, employers of certain air carrier employees and employers of building and construction industry employees under certain circumstances. | Independent contractors, federal employees, self-employed individuals, and designated seasonal hospitality employees who work fewer than 150 days. |
| Amount of leave each year | An employee earns one hour for every 30 hours worked and can earn up to 48 hours each year. Employers can choose to provide a more generous sick and safe time policy. | In a benefit year, an employee is eligible for a maximum of 12 weeks of family leave, 12 weeks of medical leave, or a combination of the two not exceeding 20 weeks. |
| Payment during a leave | An employee is paid by their employer at their hourly rate when they take earned sick and safe time; these funds come directly from the employer. | An employee is paid a benefit by the state following an application and verification of eligibility. The Paid Leave program will be funded through employer and employee premiums starting in 2026. |
| Where to go for more information | dli.mn.gov/sick-leave | paidleave.mn.gov |



To receive updates about the Minnesota Paid Leave program, visit our website and sign up to receive email notifications.