

Minnesota Paid Family & Medical Leave (MNPFML)

Effective January 1, 2026, all employees may be eligible for Minnesota Paid Family & Medical Leave (MNPFML). Eligibility is attained after an employee has worked ninety (90) consecutive days and/or earned \$3500 in the past year. This policy is in accordance with state regulations.

MNPFML provides job protection and wage replacement benefits for qualifying family and medical events. The leave can be up to twelve (12) weeks for medical leave and twelve (12) weeks for family care with a maximum of twenty (20) weeks per year. Qualifying events include:

- Employee's own serious health condition
- Bonding with a newborn, adopted, or foster child
- Care for a family member with a serious health condition
- Safety leave related to domestic violence, sexual assault, or stalking
- Military-related exigency leave

MNPFML will run concurrently with federal FMLA (if applicable), ADA reasonable accommodation processes (if applicable) and MCAD leave and paid time off policies.

Employees must notify Human Resources and their supervisor at least 30 days in advance of anticipated leave, or as soon as practicable for unforeseeable events.

Job protection is defined as: restoration to the same or equivalent positions, or same pay, benefits and working conditions.

MCAD will continue the employer portion of benefit premiums during the employee's leave. The employee will be responsible for reimbursement of their portion of benefit premiums as coordinated by the Human Resources Department.

If the employee does not provide adequate notice, MCAD will follow PFML guidance on delayed benefit eligibility but will not discipline employees for notice issues linked to emergent circumstances.