



Comparison of Earned Sick and Safe Time and Paid Leave

	Earned Sick and Safe Time	Paid Leave
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 (about \$3,600 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.