

Job protections under Minnesota Paid Leave

What is Minnesota Paid Leave?

Minnesota Paid Leave offers payments and job protections to people who need time away from work for their own health or to care for a family member.

The Department of Labor and Industry's Labor Standards Division is here to ensure employers comply with the job protections required under Minnesota Paid Leave.



What job protections do I have when taking Minnesota Paid Leave?

It is against the Minnesota Paid Leave law for employers to:

- retaliate against employees for requesting or obtaining benefits or leave;
- interfere with an employee's application for benefits or leave;
- have their employees waive their rights to benefits or leave;
- collect any debts from employees via the Paid Leave payments employees receive;
- fail to pay their portion of employee insurance benefits while an employee is out on leave;
- fail to reinstate an employee to the same or similar position when returning to work (including benefits, pay, duties and other terms and conditions of employment); or
- overcharge an employee for the Paid Leave premium by either:
 - deducting more than 50% of the total premium payment from an employee's wages; or
 - deducting premiums that take an employee's wages below minimum wage.

How do I make a complaint against my employer?

Contact Labor Standards at 651-284-5075 or dli.laborstandards@state.mn.us.

For all other inquiries related to Minnesota Paid Leave, contact the program at 651-556-7777 or paidleave@state.mn.us.



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