



## Comparison of Earned Sick and Safe Time and Paid Leave

	Earned Sick and Safe Time	Paid Leave
<b>Purpose</b>	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.
<b>Program start date</b>	Jan. 1, 2024 (in effect).	Jan. 1, 2026.
<b>Qualifying reasons</b>	<p><b>Medical:</b> employee’s mental or physical illness, treatment or preventive care</p> <p><b>Caring:</b> family member’s mental or physical illness, treatment or preventive care</p> <p><b>Safety:</b> domestic assault, sexual abuse or stalking</p> <p><b>Closings:</b> employee’s workplace or their family member’s school or place of care closes due to weather or a public emergency</p> <p><b>Communicable disease:</b> when an employee or a family member is at risk of infecting others with a communicable disease</p> <p><b>Bereavement:</b> arrange or attend a funeral or memorial or address financial or legal matters that arise after the death of a family.</p>	<p><b>Medical:</b> employee’s mental or physical illness, treatment</p> <p><b>Caring:</b> family member’s mental or physical illness, treatment</p> <p><b>Safety:</b> domestic assault, sexual abuse or stalking</p> <p><b>Parental leave:</b> bond with a new child after birth, foster or adoption</p> <p><b>Active duty:</b> 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>
<b>Covered employers</b>	Nearly all Minnesota employers, regardless of business size or number of employees.	Nearly all Minnesota employers, regardless of business size or number of employees.
<b>Covered employees</b>	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.
<b>Who is not required to participate?</b>	The law has limited exceptions. Visit <a href="https://sickleave.mn.gov">sickleave.mn.gov</a> for details.	Independent contractors, federal employees, self-employed individuals, and designated seasonal hospitality employees who work fewer than 150 days.
<b>Amount of leave each year</b>	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.
<b>Payment during a leave</b>	An employee is paid by their employer at their base 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.
<b>Where to go for more information</b>	<a href="https://sickleave.mn.gov">sickleave.mn.gov</a>	<a href="https://paidleave.mn.gov">paidleave.mn.gov</a>



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