

Larkin Minnesota - Leave Examples

Example 1
An eligible birthing parent is requesting 6 weeks of pregnancy disability leave from birth and 14 weeks of parental leave.

| Leave Laws | Pregnancy Disability | | Parental (Bonding) Leave | | | | | | | | | | | | | | | | | |
|-----------------------------------|----------------------|-----------|--------------------------|------------|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|
| | MNPPL | Weeks 1-6 | | Weeks 7-24 | | | | | | | | | | | | | | | | |
| Federal FMLA | Weeks 1-6 | | Weeks 7-24 | | | | | | | | | | | | | | | | | |
| MN PFML* | Weeks 1-6 | | Weeks 7-24 | | | | | | | | | | | | | | | | | |
| State Income Replacement Benefits | Weeks 1-6 | | Weeks 7-24 | | | | | | | | | | | | | | | | | |
| Week | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |

MNPPL and MN PFML run concurrently with federal FMLA where an employee is eligible for each law.
As of the 12th week, the employee has used all their parental leave allowed under FMLA and MNPPL, and as of the 20th week, the employee has used all their parental leave allowed under MNPFML in a 12-month period.
***Reminder: MN PFML is not live until 01/01/26**

Example 2
An eligible non-birthing parent is requesting 20 weeks of parental leave to bond with their newborn.

| Leave Laws | Parental (Bonding) Leave | | | | | | | | | | | | | | | | | | | |
|-----------------------------------|--------------------------|------------|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|
| | MNPPL | Weeks 1-20 | | | | | | | | | | | | | | | | | | |
| Federal FMLA | Weeks 1-20 | | | | | | | | | | | | | | | | | | | |
| MN PFML* | Weeks 1-20 | | | | | | | | | | | | | | | | | | | |
| State Income Replacement Benefits | Weeks 1-20 | | | | | | | | | | | | | | | | | | | |
| Week | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |

MNPPL and MN PFML run concurrently with federal FMLA where an employee is eligible for each law.
As of the 12th week, the employee has used all their parental leave allowed under FMLA and MNPPL, and as of the 20th week, the employee has used all their parental leave allowed under MNPFML in a 12-month period.
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Example 3
An eligible employee requires 8 weeks of medical leave to recover from their surgery.

| Leave Laws | Medical Leave | | | | | | | |
|-----------------------------------|---------------|-----------|---|---|---|---|---|---|
| | MNPFML* | Weeks 1-8 | | | | | | |
| Federal FMLA | Weeks 1-8 | | | | | | | |
| State Income Replacement Benefits | Weeks 1-8 | | | | | | | |
| Week | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |

MN PFML will run concurrently with federal FMLA where an employee is eligible for each law.
In this example, the employee has used 8 weeks under FMLA and MNPFML, and has 4 weeks remaining to use in a 12-month period.
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