

Larkin Minnesota - State Leave and Pay Summary Table										
Leave Law	Interaction with Other Laws (if employee is eligible)	Leave Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Weekly Pay Benefit	Waiting Period	Family Members (family care leave)
Minnesota Pregnancy and Parental Leave Act (MPPL)	Leave Laws - MPPL runs concurrently with MN PFML federal FMLA.	Leave	21 or more employees at one site.	12 months of service with current employer (not necessarily consecutive), average hours per week	Yes	Yes	12 weeks Pregnancy Disability and Parental	N/A	N/A	N/A
	Pay Laws - MN PFML			(Effective 7/1/23) 1 employee (US) (Effective 7/1/23) No requirements.						
Minnesota Paid Family and Medical Leave (MN PFML)*	Leave Laws - MN PFML runs concurrently with MPPL and federal FMLA.	Leave and pay	1 employee	Earned at least 5.3% of the state average annual wage, rounded down to the next lower \$100 (\$3,500 in 2023) during the base period, the last 4 completed quarters before the employee's application for benefits.	Yes	Yes	12 weeks (combined) Pregnancy Disability, Medical 12 weeks (combined) Parental, Family Care, Qualifying exigency, Safety 20 weeks total between all leave types.	TBD*	1 week waiting period	Spouse or domestic partner; sibling; grandchild; grandparent or spouse's grandparent; son- or daughter-in-law; child (biological, adopted, or foster child, stepchild, standing in loco parentis, legal guardian, or de facto parent); parent or legal guardian of the applicant (including biological, adoptive, de factor, foster, or step-parent, in loco parentis to the applicant when the applicant was a child); and an individual who has a relationship with the applicant that creates an expectation and reliance that the applicant care for the individual, whether or not the applicant and the individual reside together.

*Upcoming law (not active) - final details of the MN PFML law are pending. Contributions to the program are expected to begin January 1, 2026, the law and it's associated benefits become available to employees effective January 1, 2026.

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