Minnesota Paid Family and Medical Leave (MN PFML)

Scenarios and benefit calculations

New York Life Group Benefit Solutions (NYL GBS) understands Paid Family and Medical Leave (PFML) programs may have benefit calculations that are more complex than disability benefit calculations. This guide includes several examples to assist in determining how leave benefits will be calculated.

> Minnesota Paid Leave is the official name for the Minnesota PFML law which becomes effective for benefits as of January 1, 2026.

MN PFML Benefit calculation as defined by the state:

A Covered Individual's Weekly Benefit Amount is calculated by adding the amounts obtained by applying the following percentage to an applicant's Typical Workweek and Average Weekly Wage during the highest quarter of the base period:

› 90% of wages that do not exceed 50% of the State's Average Weekly Wage; plus

› 66% of wages between 50% and 100% of the State's Average Weekly Wage; plus

› 55% of wages that exceed 100% of the State's Average Weekly Wage, capped at the state maximum weekly benefit amount (same as the state average weekly wage).

Key information needed to guide the calculation of MN PFML benefits:

1. State Average Weekly Wage (SAWW) is $1,423 through the last Sunday in October 2026.

2. From this SAWW, there are a few additional figures to reference which may be used in the calculation:

   › 50% of the SAWW = $711.50
   › 90% of 50% of the state average weekly wage = $640.35
   › 66% of the amount between 50% and 100% of the state average weekly wage = $469.59
   › State maximum weekly benefit = $1,423 through the last Sunday in October 2026.

3. Individual average weekly wage (AWW) is calculated by taking the highest quarter of the individual's base period earnings before leave begins and dividing by 13. The base period for private plans is the 4 most recent completed calendar quarters, or all available quarters if fewer than 4 have been completed. Wages generally includes all forms of compensation for employment, such as salary, bonuses, commissions, severance, vacation pay, tips, and non-cash benefits like housing or meals. It also includes payments under salary reduction agreements, payments for caretaker or migrant family services, and certain equipment-related payments unless separately itemized.

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Example:

› The individual has 4 full completed calendar quarters of wages prior to their leave filing. Their highest quarter is quarter 2 where their gross wages were $20,500 and their AWW is $1,576.92.

》 $20,500 ÷ 13 = $1,576.92

Q1	Q2	Q3	Q4
$17,000	$20,500	$17,900	$18,000

Example:

› The individual has only completed 2 full calendar quarters of wages prior to leave. Their highest quarter of wages was Q1 at $15,000 and their AWW is $1,153.85.

》 $15,000 ÷ 13 = $1,153.85

Q1	Q2
$15,000	$14,800

Sample Leave Scenarios and Calculations

Scenario #1

Michael needs to take 8 weeks of continuous leave beginning March 10, 2026, to care for his mother while she recovers from hip surgery. He has worked for his employer for a year and a half prior to leave. Per the chart below, his last 4 completed calendar quarters reveal his highest earnings were in Q1 in the amount of $8,800.

Q1	Q2	Q3	Q4
$8,800	$8,725	$8,700	$8,750

1 Calculate Michael's AWW: $8,800 ÷ 13 = **$676.92**.

2 Given Micheal's AWW is lower than 50% of the SAWW ($711.50), his MN PFML benefit will be 90% of his AWW: $676.92 * 0.90 = **$609.23**.

Scenario #2

Laura is anticipating the arrival of a new child with an estimated due date of June 11th, 2026. She plans to take as much continuous time off as she is able, first for her medical recovery from childbirth and then her bonding leave. Under the MN PFML program, she will be capped at a total of 20 weeks of leave between both medical leave and bonding leave. She has been employed for two years prior to her leave and has not used prior leave time. Her wages are consistent across every quarter in the 4 completed quarters prior to leave.

Q1	Q2	Q3	Q4
$12,200	$12,200	$12,200	$12,200

Scenario #2 (continued)

(1) Calculate Laura's AWW: $12,200 ÷ 13 = **$938.46**

(2) Laura's AWW is higher than 50% of the SAWW ($711.50), therefore she will have a more complex benefit calculation. Her AWW is between 50% of the SAWW and 100% of the SAWW.

Here are additional details on Laura's benefit calculation:

> Determine the amount of Laura's AWW between 50% and 100% of the SAWW ($1,423) as her earnings are not higher than the SAWW: $938.46 - $711.50 (50% of the SAWW) = **$226.96**

> Laura will receive 90% of 50% of the SAWW ($711.50) = **$640.35** PLUS

> 66% of the amount of her AWW between 50% and 100% of the SAWW = $226.96 * .66 = **$149.79**

> Add these two figures together $640.35 + $149.79 = **$790.14**

(3) As $790.14 is less than the state maximum weekly benefit of $1,423, Laura will receive **$790.14** weekly.

Scenario #3

Andre and his partner are adopting a new child who will be placed with them on August 12th, 2026, and he plans to use his 12 weeks of parental leave. At the time of his leave Andre will have worked for his employer for one week longer than 12 months, but due to leave timing, there are only 3 completed calendar quarters of wages available for his average weekly wage calculation. Based upon the 3 completed calendar quarters, Andre's highest quarter of earnings are in Q2 in the amount of $29,480.

Q1	Q2	Q3
$28,120	$29,480	$28,700

(1) Calculate Andre's AWW: $29,480 ÷ 13 = **$2,267.69**

(2) Andre's AWW is higher than 50% of the SAWW ($711.50) and higher than the SAWW ($1,423), therefore he will have the most complex benefit calculation.

Here are additional details on Andre's benefit calculation:

> Determine the amount of Andre's AWW above 100% of the SAWW ($1,423):
> $2,267.69 − $1,423 (SAWW) = **$844.69**

> Andre will receive 90% of 50% of the SAWW ($711.50) = **$640.35** PLUS

> 66% of the amount of AWW between 50% and 100% of the SAWW = **$469.59** PLUS

> 55% of the amount of AWW that exceeds the SAWW: $844.69 * .55 = **$464.58**

> Add these three figures together $640.35 + $469.59 + $464.58 = **$1,574.52**

(3) As $1,574.52 is more than the state maximum weekly benefit of $1,423, Andre's weekly benefit for MN PFML will be capped at the state maximum **$1,423**.

Scenario #4

Dan will need to have a total knee placement on September 3, 2026, and he will take 6 weeks of continuous leave off, followed by 4 weeks of intermittent leave to complete physical therapy twice a week, 2 hours for each visit. He has worked for his employer for 4 years prior to leave. In his 4 completed calendar quarters prior to leave, his highest quarter of earnings was Q3 at $26,000.

Q1	Q2	Q3	Q3
$23,000	$25,500	$26,000	$25,000

1. Calculate Dan's AWW: $26,000 ÷ 13 = **$2,000**

2. Dan's AWW is higher than 50% of the SAWW ($711.50) and higher than the SAWW ($1,423), therefore he will have the most complex benefit calculation.

Here are additional details on Dan's benefit calculation:

› Determine the amount of Dan's AWW above 100% of the SAWW ($1,423): $2,000 - $1,423 (SAWW) = **$577**.

› Dan will receive 90% of 50% of the SAWW ($711.50) = **$640.35** PLUS

› 66% of the amount of AWW between 50% and 100% of the SAWW = **$469.59** PLUS

› 55% of the amount of AWW that exceeds the SAWW: $577 * .55 = **$317.35**

› Add these three figures together $640.35 + $469.59 + $317.35 = **$1,427.29**

3. As $1,427.29 is just slightly more than the state maximum weekly benefit of $1,423, Dan's weekly benefit for MN PFML will be capped at the state maximum **$1,423**.

4. During the time Dan will be taking intermittent time off (twice per week, 2 hours each appointment, total of 4 hours per week), he will receive an hourly rate for the actual time he misses from work. Prior to the overall leave beginning, Dan regularly worked 40 hours per week, Monday through Friday.

   › $1,423 (Dan's typical maximum weekly MN PFML benefit) ÷ 40 (regular hours per week) = **$35.57** per hour.

   › 35.57 * 4 (intermittent hours taken per week) = **$142.28** intermittent time payable.

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