

PFML Tip of the Month

March 2026

How does understanding salary, PTO, and ESST coordination help you avoid issues with your PFML claim?

In some instances, employers continue paying full wages after a MN Paid Leave claim is filed without clearly identifying whether the pay is PTO/ESST or salary continuation, and whether reimbursement is being requested. This lack of clarity causes delays, creates confusion when benefits overlap with wages, and can make MN Paid Leave benefits not payable for certain periods. Because benefits cannot be retroactively adjusted, employers may also become responsible for overpayments when wage decisions were not disclosed before claim approval.

Important Reminders for Employers

- Do not continue full wages after a claim is acknowledged unless salary continuation is clearly disclosed, and reimbursement is requested before benefits are paid.
- PTO/ESST use makes MN Paid Leave benefits not payable for the same time period and is not reimbursable.
- Employer Certification (Part B) is a key decision point, wage type and reimbursement intent must be accurate and complete.
- Continuing wages before approval carries risk if the claim is later denied, shortened, or delayed.

February 2026

What's Needed for a Standard Bonding Claim?

While every claim is unique, and the required documentation may vary based on the circumstances, most standard bonding claims typically include:

- **Employee Claim Form Part A**

An Employee can initiate a claim in one of three ways:

- a. Online at Mnlpaidleave.com. A copy of the claim form will be created and presented for download, review, and signature in the portal to finalize. Claimants will be directed to the portal with instructions when they receive their preliminary designation letter in email, typically within 2 business days of claim initiation.
- b. Via telephone by calling 1.866.253.7201. Claimants will be directed to the portal with instructions when they receive their preliminary designation letter

in email, typically within 2 business days of claim initiation. Claimants will be able to download, review, and sign the application in the portal to finalize.

- c. Directly in the portal. The form is completed and automatically signed within the portal during the application completion process. The claim and necessary forms will be visible within minutes of completion.
- **Employer Claim Form Part B**
 - Will be emailed to the employer for completion upon receipt of the employee's claim. It will also be available for download in the portal.
- **Documentation of the child's birth/placement**

Please provide one of the following types of information to substantiate your claim:

 - Birth Certificate or hospital discharge
 - Adoption placement documentation
 - Foster placement documentation
 - Legal documentation establishing the relationship
 - Surrogacy or parentage order (if applicable)