

**MN Paid Leave Benefits start on January 1, 2026:**

MN Paid Leave is a new program launched in response to statewide legislation covering all Minnesota employees starting in 2026. Paid leave benefits provide paid time off when a serious health condition prevents employees from working, when time off is needed to care for a family member or a new child, for certain military-related events or for certain personal safety issues.

There are two main types of leave:

- Family Leave to care for a family member with a serious health condition, or if bonding with a new baby or child in the employee's family.
- Medical Leave when an employee's own serious health condition prevents them from working.

Additionally, employees will be able to take leave to support a family member called to active duty, or if the employee or employee's family member is facing a significant personal safety issue.

**The provisions in this law do not require employers to contribute for employees who are considered self-employed, which includes all Priests and Deacons who are paid as a W2 employee.**

**What this means for our Faith Communities:**

In accordance with this law, Faith Communities (the employer) that employ **lay staff** and issue annual W2's are required to report employee hours and wages on a quarterly basis through the Minnesota Unemployment website (UIMN).

Many payroll service providers are offering support to their clients for setting up accounts and other support to complete the reporting requirements. Employers will need to work with their payroll service provider for what services will be provided and at what cost.

Clergy are considered self-employed and should not be included in the employer reporting, however, Clergy can enroll as individuals and employers can make a contribution similar to SECA. This is not required by the law.

The MN Paid Leave benefit will be an assessment or payroll deduction to both the employee and employer and will begin in 2026. The data collection began in October 2024 as the State is requiring several quarters of data prior to the beginning of the 2026 start. The assessment rate is not known and payments will be paid quarterly. For more information, please visit: <https://mn.gov/deed/paidleave/> and below are the key milestones from the State.



### Creating a MN Paid Leave Account:

MN Unemployment Insurance program (UI) is managing this program. Faith communities are exempt from paying unemployment, so will need to create an account in order to comply with this new legislation.

Please visit: <https://www.uimn.org/> and follow the steps below. We have added some additional information that may be needed to assist in setting up the account.

Once on the UI website:

- Click the green box titled **Employers and Agents**
- Scroll down to the **I need to** section
- Click on **register for an account**, employer
- This should take you to a welcome page

Under the New Employer Account section, there is a button to register along with a few other resources, and a checklist of information to gather before you get started will be provided when you click the register button.

The customer service call line has been very helpful and keeping this number handy is recommended:  
**MN UI Phone 651-296-6141, option 4.**

### Additional Information for assisting in registration and account set up section:

II. Officers of the corporation:

- One issue is that you will need phone, email, address, starting dates and social security numbers on three officers.
  - MNUI support line stated that we could submit fake SSNs, as long as the last four digits are actually the individual's last 4 digits. For example, if the last four digits were 3942, you could enter 111-22-3942 and the next officer can be 222-33-their last four, and so on.
  - On percentage ownership on each officer, enter 0.

III. OTHER DATA INPUT:

- Whenever asked for a first payroll date, use 07/01/2024, which is the date MNUI had to start gathering info for this program.
- On the number of employees on UI covered wages, we are 0 (exempt).

- On the number of employees on Paid Leave, no need to be overly exact, as that will change over time.

At one point you will be asked for the date of the letter from the IRS approving your tax exempt status or when exemption status was approved/received. ECMN's most recent letter is 9/13/2016. ECMN received exempt status on 9/1/1952. All churches are included on ECMN's 501c3 tax exempt letter and under the umbrella of the Diocese. If you need a copy of this letter, please reach out to Jennifer Gamberg at [jennifer.g@episcopalmn.org](mailto:jennifer.g@episcopalmn.org)

When done, a temporary login and password is used to access your account. When an Employer Account Number is provided it may be a 7 or 8-digit. If it is a 7-digit number, record it with a zero at the front to make it 8-digit as payroll services will require an 8-digit employer account number.

A permanent login and temporary password will arrive by mail, once received, login and create a permanent password. It does come in the mail pretty quickly, you'd login and set up a permanent password when that happens.