

Minnesota Paid Leave (MPL) - Income Determination

JUNE 2026

Background

Minnesota Paid Leave (MPL) is a state-run employment benefit that provides payments and job protection to people who need time away from work for their own health or to care for a family member. There are two types of leave available:

Medical leave

- Provides 1 to 12 weeks to care for an individual's own serious health condition.
- Is third party sick pay, with approximately **50%** considered income.

Family leave

- Provides 1 to 12 weeks to care for someone else through Bonding, Military Family, Caring, or Safety leave.
- **100%** is considered income.

Minnesota Medical and Family leave can be combined for up to a maximum of 20 weeks in one year if someone qualifies for both medical and family leave.

WIC income considerations

Annual income may be more appropriate and representative of family income when determining WIC eligibility. USDA provides examples such as:

- A family member on Maternity Leave.
- Teachers paid on a 9–10-month basis and then temporarily on leave during the summer.

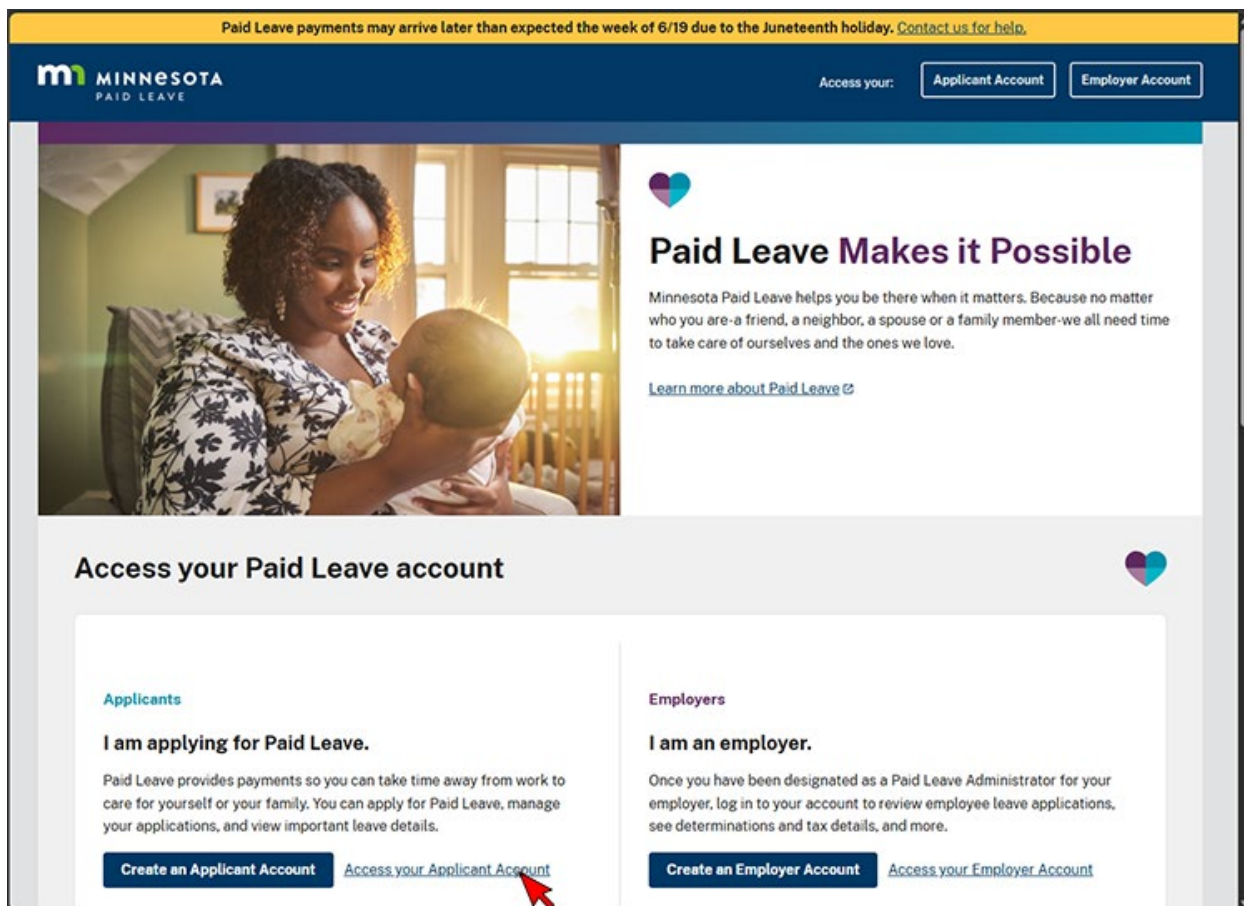
Similarly, for applicants receiving MPL and then returning to work, it may be most appropriate to calculate annual income. Determine income to be received during the MPL period, followed by the applicant's regular income for the remaining months of the year.

Calculate MPL income

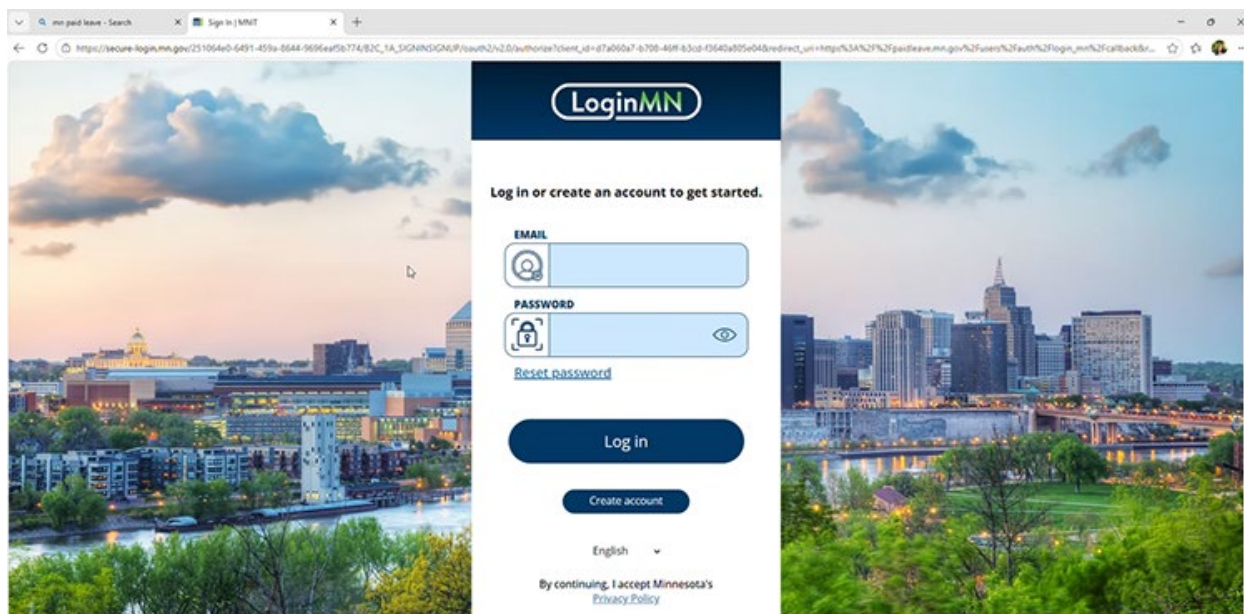
Step 1: Ask the applicant to log into Minnesota Paid Leave portal.

Use the [Minnesota Paid Leave | Paid Leave](#) portal to determine MPL income.

Click **Access Your Applicant Account** in the **Applicants** section of the MN Paid Leave home page.



The login page will open. Have the **participant** log into their account.



Click the **Accept and Continue** button to open the Home page.

Home My account Log out

Home
Payments
Documents

Warning

This system contains State and Federal information which is restricted to authorized users ONLY. Unauthorized access, use, misuse or modification of this computer system or of the data contained herein or in transit to/from this system constitutes a violation of the Minnesota Government Data Practices Act, Minnesota Stat. § 13; Minn. Stat. § 116J.401; United States Code Title 18, Section 1030 and all other applicable state statutes and federal laws. Willful violation of these data privacy laws may subject the individual to discipline, up to and including dismissal, as well as criminal and civil penalties under both Minnesota law and United States Code Title 26, Sections 7213, 7213A (The Taxpayer Browsing Protection Act), and 7431. This system and equipment are subject to monitoring to ensure proper performance of applicable security features or procedures. Such monitoring may result in the acquisition, recording and analysis of all data being communicated, transmitted, processed or stored in this system by a user. If monitoring reveals possible evidence of criminal activity, such evidence may be provided to law enforcement personnel. ANYONE USING THIS SYSTEM EXPRESSLY CONSENTS TO SUCH MONITORING.

Accept and continue

NOTE! Always use the left navigation bar or links provided on each page to move between pages within the portal. Do **not** use the browser’s back button.

Step 2: Determine types of MPL provided.

On the home page, a card will display for each type of MPL provided, typically Medical and Bonding (Family) leave.

However, other types of MPL can be provided when caring for a family member with a serious health condition, supporting a family member called to active military duty, and Safety leave (domestic violence, assault, stalking).

Minnesota Paid Leave

Applications

Medical leave Approved

Application ID: xxx-xxx-xxx-xxx-xxx

Leave dates: 1/8/2026 to 2/4/2026

Employer: MINNESOTA DEPARTMENT OF HEALTH

View application Continue changes to my leave

Start a New Application

Minnesota Paid Leave

Applications

Bonding leave Active

Application ID: xxx-xxx-xxx-xxx-xxx

Leave dates: 2/9/2026 to 5/4/2026

Employer: MINNESOTA DEPARTMENT OF HEALTH

View application Continue changes to my leave

Start a New Application

Step 3: Determine number of weeks participant will receive MPL.

Use a calendar or [Date Calculator \(https://www.calculator.net/date-calculator.html\)](https://www.calculator.net/date-calculator.html) to determine the number of weeks between the **Leave dates** for each MPL the participant is receiving.

Minnesota Paid Leave

Applications

Medical leave Approved

Application ID: XXX-XXX-XXX-XXX-XXX

Leave dates: 1/8/2026 to 2/4/2026

Employer: MINNESOTA DEPARTMENT OF HEALTH

[View application](#) [Continue changes to my leave](#)

Bonding leave Active

Application ID: XXX-XXX-XXX-XXX-XXX

Leave dates: 2/9/2026 to 5/4/2026

Employer: MINNESOTA DEPARTMENT OF HEALTH

[View application](#) [Continue changes to my leave](#)

[Start a New Application](#)

Step 4: Determine gross weekly benefit amount for each type of MPL.

Click **Payments** on the left navigation bar.

- Home
- Payments
- Documents

Click the **View all payments** button.

You will need to click this button for each type of MPL payment.

Payments

Medical leave Approved

Application ID: XXX-XXX-XXX-XXX-XXX

Leave dates: 1/8/2026 to 2/4/2026

Employer: MINNESOTA DEPARTMENT OF HEALTH
XXX-XXX-XXX-XXX-XXX

Latest payment: **\$1,111.11** started processing on 02/04/2026. Your payment should be available to you 3-5 business days after this date

[View all payments](#)

NOTE! These payments are NOT the gross amount. This is the amount after taxes.

Bonding leave Active

Application ID: XXX-XXX-XXX-XXX-XXX

Leave dates: 2/9/2026 to 5/4/2026

Employer: MINNESOTA DEPARTMENT OF HEALTH

Latest payment: **\$1,222.22** started processing on 05/04/2026. Your payment should be available to you 3-5 business days after this date

[View all payments](#)

The following screen shots will only show Medical leave, but Steps 4 and 5 should be repeated for any other type of leave being provided.

Record the gross **Weekly benefit amount**.

Medical leave

Payments

Weekly benefit amount: \$1,234.56

Payment method: Direct deposit

Step 5: Determine deductions.

On the same page, click one of the **Processing Dates**.

Medical leave

Payments

Weekly benefit amount: \$1,234.56

Payment method: Direct deposit

Processing Date	Pay period	Amount	Status
02/04/2026	01/29/2026 - 02/04/2026	\$1,111.11	Processed ⓘ

Record the **Total** under **Deductions** (**NOTE!** this may be \$0.00). Ignore any Distributions.

[Back to Payments](#)

Payment details

01/29/2026 - 02/04/2026

Payment amount: \$1,111.11

Deductions

Item	Amount
Pay from Another Job	\$100.00
Partial Week / Intermittent Leave	\$0.00
Workers' Compensation	\$0.00
PTO / Sick / Vacation	\$0.00
Total	\$100.00

~~Distributions~~

Item	Amount
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Step 6: Calculate the MPL income.

Medical leave (50%):

((Gross weekly benefit amount – Total Deductions) x # of weeks) x .50

Example based on screen shots: $1234.56 - 100 = 1134.56 \times 4 = 4538.24 \times .50 = 2269.12$

Family leave (100%):

(Gross weekly benefit amount – Total Deductions) x # of weeks

Step 7: Calculate any other partial pay during MPL weeks.

Determine if the participant is receiving any additional income from PTO, sick, or vacation time to supplement their MPL income.

If they are, a work paystub should indicate this.

Calculate this partial pay income based on the sum of Medical and Family leave # of weeks.

Step 8: Calculate regular employment income.

Calculate the amount of regular employment income for the rest of the year (not including the weeks when receiving MPL benefits).

- Sum the total # of weeks of Medical and Family MPL.
- Determine the # of weeks per year they usually work.
- Subtract the # of MPL weeks from the total # weeks worked.
- Determine yearly income based on the calculated # of weeks.

Example:

- 4 (Medical) + 12 (Family-Bonding) = 16 weeks.
- Usually works 40 weeks per year.
- $40 - 16$ weeks = 24 weeks worked at regular income.
- Multiply weekly regular income by 24 weeks (or bi-weekly by 12 weeks, etc.).

Step 9: Determine if there are any other sources of household income.

Step 10: Enter income into WINNIE.

For the MPL income:

- Click the **Add** button under **Itemized Income Information**.
- Click the **Yearly** tab.
- Enter the **total MPL benefit** into the **Yearly Amt 1** field.
- Click the **Proof of Income** dropdown.
- Select the appropriate proof:
 - Minnesota Paid Leave (MPL) – Medical
 - Minnesota Paid Leave (MPL) – Family
- Click the **OK** button to save the annual income.

Repeat if a second MPL income.

Enter any partial pay income into the Yearly tab, selecting the appropriate proof.

Enter the regular employment income into the Yearly tab, selecting the appropriate proof.

Enter any other household income as appropriate.

Pending MPL determination

It may take longer to get MPL determination because of the current high demand with the benefit launch, sometimes up to 3-4 weeks. Payments follow quickly from there and are typically received in 1-10 days.

If a WIC applicant applied for MPL, but hasn't received their notification yet, consider the applicant's most recent income from their employer. If it appears that the participant might be eligible for WIC with MPL, complete a Pending certification and issue one month of benefits. A second 30-day temporary eligibility period is not allowed.

Contact your WIC Consultant with questions!

Resources

[How Paid Leave works | Minnesota Paid Leave](#)
[Estimate your payments | Minnesota Paid Leave](#)
[Minnesota Paid Leave](#)

Minnesota Department of Health - WIC Program, 625 Robert St N, PO BOX 64975, ST PAUL MN 55164-0975; 1-800-657-3942, health.wic@state.mn.us, www.health.state.mn.us; to obtain this information in a different format, call: 1-800-657-3942.

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