

## Minnesota Paid Leave

Minnesota Paid Leave provides payments and job protections when you need time off to care for yourself or your family.

You can take leave for the following qualifying events:

### Medical Leave:

- To care for your own serious health condition, including care related to pregnancy, childbirth, and recovery

### Family Leave:

- Bonding Leave – to care for and bond with a child welcomed through birth, adoption, or foster placement
- Caring Leave – to care for a family member with a serious health condition
- Military Family Leave – to support a family member called to active duty
- Safety Leave – to respond to issues related to domestic violence, sexual assault, or stalking for yourself or a family member

### Am I covered by Paid Leave?

Most workers in Minnesota are covered by Paid Leave. You are covered no matter the size of your employer, or the hours or days you work. Independent contractors and self-employed individuals are not automatically covered, but may opt in. You may qualify for payments if you've been paid a minimum amount for work in Minnesota in the last year (\$3,900 for the start of Paid Leave in 2026).

### What are my employment protections?

- **Job protections:** Generally, you must be restored to your job or an equivalent position when returning from leave. Job protections take effect 90 days after your date of hire.
- **Health insurance continuation:** Generally, employers must continue to fund their portion of healthcare insurance and other group insurance premiums while you are on leave. You will be responsible for any portion of health insurance and other group insurance premiums that you pay.
- **No retaliation or interference:** Employers must not interfere with or retaliate against you if you apply for or use Paid Leave. Employers cannot take your Paid Leave payments.

For inquiries related to Paid Leave, please contact Minnesota Paid Leave at 651-556-7777 or visit our website. If you think your employer is violating employment protections, contact the Labor Standards Division at the Minnesota Department of Labor and Industry.

## Who pays for Paid Leave?

Paid Leave is funded by premiums paid by employees and employers. **The initial premium rate is 0.88% of wages** up to the cap set by Social Security's Old-Age, Survivors, and Disability Insurance program (currently \$185,000). Your employer **may deduct up to 0.44% of your wages** to fund your portion of the premium. This total premium covers both Medical Leave (0.61%) and Family Leave (0.27%).

Employers are responsible for sending premiums to Paid Leave on behalf of all employees.

Your premium contributions are:

Total Medical Leave Premium: 0.61%				
Medical Leave	ZOLL Medical Corporation	will contribute	0.305%%	of the Medical Leave contribution
		and the remaining	0.305%%	will be deducted from your wages

Total Family Leave Premium: 0.27%				
Family Leave	ZOLL Medical Corporation	will contribute	0.135%	of the Family Leave contribution
		and the remaining	0.135%	will be deducted from your wages

Total deducted from your wages	0.44%
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## How do I take Paid Leave?

1. Notify your manager, Human Resources, and Broadspire Absent Management at **1-877-542-2158**. Broadspire will guide you on how to coordinate Minnesota Paid Leave with other employer-provided leave benefits.
2. Apply with Paid Leave. You will be able to apply for Paid Leave at **[paidleave.mn.gov](https://paidleave.mn.gov)**. You can also apply over the phone if needed.

After you apply, you will receive a determination from Paid Leave, which is the official decision from the program about whether your application was approved or denied.

If you are approved for Paid Leave payments, they will be sent to the bank account or prepaid debit card selected in your application.

## Learn more

Visit **[paidleave.mn.gov](https://paidleave.mn.gov)** to apply or for more information about Paid Leave, including calculators to help you estimate your premium costs and the payments you could receive under Paid Leave.

## Other ways to reach us

Phone: 651-556-7777 or 844-556-0444 (toll free).

E-mail: [paidleave@state.mn.us](mailto:paidleave@state.mn.us)

Mail: Department of Employment and Economic Development, Paid Leave Division  
180 E 5<sup>th</sup> Street, 12<sup>th</sup> Floor, Saint Paul, MN

*Information is available in alternative formats for people with disabilities by using the contact information listed above.*

## Employer Information:

<b>Employer Name:</b>	ZOLL Medical Corporation
<b>Mailing Address:</b>	269 Mill Road Chelmsford, MA 01824
<b>Employer Identification Number (FEIN):</b>	04-271162

## Employee Acknowledgement:

<input type="checkbox"/>	<b>I acknowledge receipt of this notification</b>
<b>Name</b>	
<b>Signature</b>	
<b>Date</b>	

Minnesota Paid Leave

180 E 5<sup>th</sup> St, Suite 1200 | St. Paul, MN 55101

[paidleave.mn.gov](https://paidleave.mn.gov)

## **How will Minnesota Paid Leave work with ZOLL's leave programs?**

Minnesota's Paid Family and Medical Leave state program is designed to work with, not in place of, ZOLL's current leave benefits. This means the state program may offset a portion of what ZOLL already pays, but it does not reduce the benefits you receive. In some cases, it may even extend the time you are eligible for paid leave under state law.

### **Paid Parental Leave**

- If you are eligible for ZOLL's Paid Parental Leave benefit, you will continue to receive 100% of your regular earnings for the full duration defined in our policy.
- Minnesota Paid Leave will not reduce this benefit. Instead, any payment the state provides will offset ZOLL's payment.
- In some cases, the state program may allow for additional weeks of paid leave, beyond the duration of ZOLL's Paid Parental Leave, depending on your situation and eligibility under Minnesota's program.

### **Short-Term Disability (STD)**

- If you are on Short-Term Disability, you will continue to receive normal benefit payments, up to the current \$1,500 weekly maximum.
- Minnesota Paid Leave will coordinate with STD to ensure your benefits are aligned. You will still receive your full STD benefit, and the state program will not reduce what you receive from ZOLL. For Example:
  - Under ZOLL's STD program, your benefit can be up to \$1,500 per week (current maximum).
  - Under Minnesota Paid Leave, the maximum weekly benefit is \$1,423 per week.
  - Because ZOLL's STD maximum is higher, you will continue to receive up to the full \$1,500 per week. Minnesota Paid Leave may fund a portion of that amount, but ZOLL will make up the difference, so your benefit remains the same.

## **Does Minnesota Paid Leave provide additional value beyond ZOLL's leave programs?**

Definitely! Minnesota Paid Leave expands paid time-off eligibility beyond what ZOLL's current programs provide. While ZOLL offers paid leave primarily for parental bonding and your own medical needs (through Paid Parental Leave and STD), the state program includes additional qualifying reasons such as caring for a family member with a serious health condition, addressing specific safety concerns, or supporting a family member during military deployment. These additional provisions can provide helpful income protection during circumstances that are not currently covered and would typically require the use of Paid Time Off (PTO) as the only benefit.