



February 12, 2025

Re: Support for Current Paid Leave Law Implementation Dates

Dear Members of House Workforce, Labor, & Economic Development Committee:

The Leukemia & Lymphoma Society (LLS) urges the Committee to continue support for current implementation dates for Minnesota's paid family and medical leave law.

Paid medical leave helps blood cancer patients pursue medical treatment earlier. It helps them manage that treatment without fearing job loss or financial disaster. It helps the parents of children with cancer focus on their child's care. Minnesotans need this bill to go into effect, without delay, for these reasons and more.

Without access to job-protected paid medical leave, cancer patients and caregivers can face crushing choices between their physical and emotional health and well-being. A 2021 American Cancer Society Cancer Action Network survey found that half of cancer patients, a third of cancer survivors, and roughly half of caregivers experienced financial hardship resulting from lack of paid leave access.¹

It is estimated that more than 40% of working cancer survivors have had significant changes in employment because of their condition, including switching to part-time status or retiring early. These changes are more likely to happen to women and minority individuals.² A March of Dimes study by The Institute for Women's Policy Research found that paid leave policies result in 20% fewer women leaving the workforce.³

Not having paid leave can be life-threatening for cancer patients. One study found that 59% of colorectal cancer patients without paid leave had to leave their jobs after a cancer diagnosis and suffered long-term economic consequences.⁴

Minnesota's comprehensive paid leave policies would help relieve these pressures. Our policies would allow workers to pursue medical treatment earlier and manage treatment without worrying about maintaining their employment to afford such medical treatment.⁵ Across the whole population, access to paid leave is associated with decreased all-cause mortality rates.⁶

LLS opposes the delayed implementation dates contemplated in HF11 and supports a future where every working Minnesotan can access paid leave protection when needed. Thank you.

¹ American Cancer Society Cancer Action Network. (n.d.). Paid Leave is an Important Component of Cancer Care for Working Patients, Survivors and Caregivers. *Fightcancer.Org*. Retrieved September 10, 2021, from <https://www.fightcancer.org/sites/default/files/Paid%20Leave%20External%20Factsheet%20Final%2010-23-20.pdf>

² De Moor JS, et al. Employment Outcomes Among Cancer Survivors in the United States: Implication for Cancer Care Delivery. *J Natl Cancer Inst*. May 2021; 113(5): 641-644. <https://doi.org/10.1093/jnci/djaa084>

³ Jones, Kelly and Wilcher, Britni. Reducing Maternal Labor Market Detachment: A Role for Paid Family Leave. Working paper, Department of Economics. *American University*. 2019. <https://doi.org/10.17606/emgb-at97>

⁴ Ibid.

⁵ Boesch D. Quick Facts on Paid Family and Medical Leave. *Center for American Progress*. February 5, 2021. <https://www.americanprogress.org/issues/women/news/2021/02/05/495504/quick-facts-paid-family-medical-leave/>

⁶ Paid Sick Leave Laws. *County Health Rankings & Roadmaps*. June 3, 2020. <https://www.countyhealthrankings.org/take-action-to-improve-health/what-works-for-health/strategies/paid-sick-leave-laws>

Sincerely,

A handwritten signature in black ink, appearing to read "Dana Bacon". The signature is fluid and cursive, with the first name "Dana" and last name "Bacon" clearly distinguishable.

Dana Bacon
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The Leukemia & Lymphoma Society
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Our Mission

The mission of LLS is to cure blood cancer and improve the quality of life for the more than 1.3 million people in the United States living with blood cancer, and their families.