

Paid Leave Bills Comparison (2022)

All Minnesotans deserve paid time to care for themselves or loved ones. But not all proposed solutions will get us there.

Paid Family and Medical Leave

HF1200 (Richardson) / SF1205 (Kent)

- ✓ Covers all workers in Minnesota
- ✓ Provides up to 12 weeks of *medical* leave (including pregnancy complications)
- ✓ Provides up to 12 weeks of *family* leave (including new baby, or a seriously ill or dying relative)
- ✓ Provides leave in cases of military deployment or escaping dangerous living situation
- ✓ Job protections
- ✓ No discrimination based on gender, age or pre-existing conditions
- ✓ Replaces wages up to 90% at time of leave
- ✓ Portable benefit that can be counted on regardless of employer
- ✓ Decision to take leave is up to worker and doctor, not insurance or employers
- ✓ Costs are 0.3% for employer and employee each - around \$3.43/week for average MN worker

Private Insurance for Leave

SF3885 (Coleman)

- ⚠ Covers only workers lucky enough to have employers who purchase private insurance
- ⚠ Insurance companies and employers decide when/if workers receive support and how much
- ⚠ Only covers certain family leave - NOT one's own medical condition such as pregnancy complications or a major illness
- ⚠ Could discriminate based on gender, age or pre-existing condition
- ⚠ No requirement to continue coverage so workers can not plan on support
- ⚠ No protections from losing your job if you take leave
- ⚠ Costs = ??? (at least double if not much more than public programs)

Tax Credits

SF 1780 (Nelson)

- ⚠ 25% of wages or employer cost covered
- ⚠ Workers and employers wait until tax time to receive support
- ⚠ Only applies to 2-6 weeks of parental leave (way below what babies need)
- ⚠ Does NOT cover leave to care for a seriously ill family member or one's own condition
- ⚠ Limited funding from state would only cover a small fraction of workers who need it
- ⚠ No protections from losing your job if you take leave