



# Minnesotans Need Paid Family & Medical Leave

Minnesotans believe in caring for one another. Yet the vast majority of Minnesotans don't have access to paid family & medical leave benefits. This means every day, Minnesotans face impossible choices between losing a paycheck or caring for a new child, an aging loved one, or themselves.

It's time for a common-sense solution. Our current system is costly to workers, families, businesses, and our economy. Paid Family and Medical Leave is overwhelmingly popular across party lines and has already passed in eight other states plus DC. By passing Paid Family and Medical Leave we can begin to solve our caregiving crisis while leveling the playing field for all Minnesotans.

## How It Works

The Minnesotans for Paid Family & Medical Leave Coalition supports a state-administered paid leave insurance program, where everyone contributes and everyone benefits. Paid Family & Medical Leave is different than paid sick days which would allow workers to earn sick days for minor illness of themselves or family members (which is not yet required of all employers in Minnesota).

## The Paid Family & Medical Leave Act will:

- Provide up to 12 weeks of partial wage replacement for medical leave (including pregnancy), so Minnesotans can take care of themselves.
- Provide up to 12 weeks of partial wage replacement for family leave, so Minnesotans can take care of themselves and their families.
- Replace wages on a tiered scale at 90%-55% of an employee's salary (66% on average), while protecting job and healthcare benefits, so Minnesotans can experience economic security during their leave.
- Keep costs low for all by creating a large statewide risk pool and equally share costs between employers and employees, with both contributing 30 cents per \$100 of employee earnings. For a median worker and their employer, this costs about \$2-\$3 per week.
- Build on Minnesota's leading Unemployment Insurance administration under the Department of Employment and Economic Development, to ensure program stability for employees, employers, and the state.

## The Benefits of Paid Family & Medical Leave

### *For employees*

- Provides economic security to families during important life events
- Improves parent and child health and well-being
- Allows elders to age in their homes and communities

### *For employers*

- Benefits businesses by reducing turnover
- Boosts employee productivity and morale
- Benefits small-businesses by helping level the playing field

### *For all Minnesotans*

- Reduces reliance on public assistance programs
- Increases women's participation in the workforce
- Simple and cost-effective



# Coalition Members

**The Minnesotans for Paid Family & Medical Leave Coalition is made up of the following members:**

- AARP
- AFSCME Council 5
- AFSCME Council 65
- Children's Defense Fund – Minnesota
- Communications Workers of America State Council
- Education Minnesota
- Elders for Infants
- Family Tree Clinic
- Gender Justice
- Greater Minnesota Worker Center
- Hispanic Solutions Group
- ISALAH
- Jewish Community Action
- JustUsHealth
- Land Stewardship Project
- Main Street Alliance of Minnesota
- MAPE
- Midwest Doulas
- Minnesota AFL-CIO
- Minnesota Breastfeeding Coalition
- Minnesota Chapter of the American Academy of Pediatrics
- Minnesota Council of Nonprofits
- Minnesota Doctors for Health Equity
- Minnesota Nurses Association
- Minnesota Public Health Association
- National Multiple Sclerosis Society of Minnesota
- Northstar Policy Institute
- Open Access Connections
- OutFront Minnesota
- Planned Parenthood
- Prenatal to Three Coalition
- SEIU-Minnesota
- Simpson Housing Services
- Superior Small Batch
- Take Action – Minnesota
- Thriver LLC
- Trabajadores Unidos en la Lucha
- UFCW Local 6
- UFCW Local 663
- UFCW Local 1189
- UNITE HERE
- Vital Aging Network
- Working America
- Workutopia Consulting LLC
- Violence-Free Minnesota