



207 E Buffalo Street, Suite 211
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 FamilyValuesAtWork
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LETTER IN OPPOSITION TO HF 11
House Workforce, Labor, and Economic Development Committee
February 12, 2025

Submitted by Family Values @ Work

Chairperson of the House Workforce, Labor, and Economic Development Committee,

I am writing in opposition to H.F. 11. My name is Preston Van Vliet and I am the Leading State Policy Organizer with Family Values @ Work, a national paid leave advocacy organization that has Network Members in over two dozen states, including Minnesota. As a national leader in the fight for paid family and medical leave, we recognize that delaying the implementation of Minnesota's paid family and medical leave program would harm not only Minnesotan families but also the broader national movement for equitable workplace policies.

The passage of the paid family and medical leave in 2023 was a landmark achievement for Minnesota, positioning the state as a leader in paid leave policy. However, H.F. 11 threatens to unravel that progress by postponing the start of contribution collection and benefit claims by a year. This delay will have devastating consequences for workers and families who have been counting on these benefits to balance their responsibilities at work and home.

A National Crisis Requires Urgent Implementation

The need for paid leave has never been more urgent. Across the country, millions of workers are forced to make impossible choices between their health and their livelihood. Research has shown that access to paid family and medical leave reduces financial hardship, improves health outcomes, and fosters economic stability. The Urban Institute has found that implementing paid leave programs can significantly reduce poverty, particularly among low-wage workers and communities of color. Minnesota should accelerate—not delay—this vital program.

Economic and Public Health Consequences of Delay

Delaying the paid family and medical leave program will have profound economic and public health repercussions. According to actuarial studies commissioned by the Minnesota Department of Employment and Economic Development, the program is expected to receive over 130,000 claims in its first year alone. The over 100,000 Minnesotans in need of leave will be left without support when they need it the most.



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Paid leave is an essential tool for boosting workforce participation, particularly among women and caregivers. States that have implemented robust paid leave policies have seen increased workforce retention, higher earnings for workers, and reduced reliance on public assistance programs.

Conclusion

Delaying the paid family and medical leave program is not just a Minnesota issue but a setback for the national paid leave movement. At Family Values @ Work, we have seen firsthand how timely and equitable implementation of paid leave policies transforms lives and strengthens communities. Minnesota has the opportunity to lead the way in building an economy that values caregiving and ensures no worker has to choose between their job and their health.

We urge you to reject H.F. 11 and uphold Minnesota's commitment to supporting its workers, families, and businesses.

Thank you for your time and consideration.

For more information, please contact:

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