



# Building a Family-Friendly Economy with Paid Time to Care

We all do better when everyone has the tools they need to live a good life and work with dignity. Paid Family & Medical Leave (PFML) and Earned Sick and Safe Time (ESST) both ensure that working people have paid time to care—they’re two sides of the same coin.

	PAID FAMILY & MEDICAL LEAVE	EARNED SICK & SAFE TIME
<b>Why do we need paid time to care?</b>	In Minnesota, no one should have to choose between caring for themselves and a loved one or a paycheck.	
<b>How are PFML and ESST different?</b>	PFML is used when we need <b>weeks or months</b> to care for ourselves or a loved one.	ESST is used when we need <b>hours or days</b> to care for ourselves or a loved one.
<b>When is it used?</b>	<p>PFML covers longer term life events that affect all of us at some point. It protects people from getting fired if they need to take family or medical leave. Examples include:</p> <ul style="list-style-type: none"> <li>→ Bonding with a new born or adopted child</li> <li>→ End-of-life support for a loved one</li> <li>→ Caring for your aging parents or a loved one who is ill</li> <li>→ Healing after an illness</li> </ul>	<p>ESST ensures working people have paid time to care for themselves or a loved one. It protects people from getting fired if, for example, a child gets sick during the middle of their shift. Examples include:</p> <ul style="list-style-type: none"> <li>→ Picking your child up from the nurse’s office</li> <li>→ Recovering from the flu</li> <li>→ Going to a medical appointment</li> <li>→ Getting care and assistance after domestic assault, stalking, or sexual assault</li> </ul>
<b>Why are they separate bills?</b>	The underlying values are the same but the mechanics are different.	
<b>How much paid time to care is provided?</b>	Up to 12 weeks for medical leave and up to 12 weeks for family leave.	48 hours can be accrued per year and carried over.
<b>How are they paid for?</b>	PFML establishes a state-administered paid leave insurance program. Everyone contributes and benefits.	ESST is a basic employment standard. Employees accrue hours that are paid by the employer.
<b>How does paid time to care build a family-friendly economy that’s good for business?</b>	<ul style="list-style-type: none"> <li>→ Supports a balanced economy that works everyone, not just those that can afford it</li> <li>→ Ensures hardworking people have more time and money to invest in themselves and their families</li> <li>→ Helps level the playing field across businesses while supporting work with dignity</li> </ul>	
<b>How many places have it?</b>	Over 50 nations around the world, 7 states and the District of Columbia.	10 states and 33 municipalities.