

February 12, 2025

Chair Dave Baker
Workforce, Labor, and Economic Development Committee
Minnesota House of Representatives
Centennial Office Building, Fl. 2
St. Paul, MN 55155
rep.dave.baker@house.mn.gov
cc: rep.dave.pinto@house.mn.gov
spencer.johnson@house.mn.gov

RE: Opposition to HF 11 and any delay of Minnesota's Paid Leave Law

Dear Chair Baker and members of the House Workforce, Labor, and Economic Development Committee:

A Better Balance (ABB) is a national legal advocacy organization with four regional offices dedicated to promoting fairness in the workplace and helping workers meet the conflicting demands of work and family. Our organization provides legal and policy support to paid family and medical leave campaigns throughout the nation, and we have worked on all of the paid family and medical leave laws that are now or will soon be in full effect. In addition to our legal research and drafting of paid leave laws, we have significant experience with paid family and medical leave implementation and enforcement.

ABB stands in strong opposition to HF 11, which would delay the implementation of Minnesota's Paid Leave Law to January 1, 2027. This would deprive the residents of the state access to paid family and medical leave, which Minnesotans have been working toward for over a decade, for yet another year. After dozens of hearings in which hundreds of Minnesotans spoke out to support paid family and medical leave, the legislation finally passed in 2023 and was modified further in 2024. Families and caregivers in Minnesota are expecting the program to begin in January 2026, and this current timeline provides adequate time for workers, employers, and the Department of Employment and Economic Development to prepare for implementation. There is no clear and justifiable reason for delay based on the experience of other states.

Delaying the implementation of the Paid Leave Law would also put Minnesota behind other states that have passed and successfully implemented paid family and medical leave legislation on a timeframe that is similar to the current implementation schedule for Minnesota's program. Currently, Minnesota's implementation timeline is on par with that of other states. HF 11 would lengthen Minnesota's startup and implementation beyond the average timeline for all states without pre-existing temporary disability insurance programs.

Most significantly, delaying implementation of the Paid Leave Law will cause real harm to Minnesotans. An additional year without implementation means an additional year of Minnesotans in need of paid leave being forced to choose between caring for themselves and

loved ones or their financial security. It also means an additional year of extra burden on the state's other safety net programs for families who could remain out of poverty if they had access to paid family and medical leave. HF 11 would keep Minnesota's small businesses struggling to compete with large corporations and keep women's workforce participation falling behind for another year. Minnesotans deserve the benefits that the Paid Leave Law's implementation will bring to their families, their health, their businesses, and the state's economy, and they are already waiting long enough.

A Better Balance reiterates its firm opposition to HF 11 and supports maintenance of the current Minnesota Paid Family Leave Law implementation timeline. Thank you for your consideration. If you have any questions, I can be reached at fhameedburne@abetterbalance.org.

Sincerely,

Fatimah Hameed-Burne, Senior Staff Attorney