



April 6, 2021

Representative Mohamud Noor
Chair, House Workforce Committee
379 State Office Building
St. Paul, MN 55155

Chair Noor and members of the House Workforce Committee:

We are writing to thank you for including Paid Family and Medical Leave in the DE amendment to the House Workforce omnibus bill.

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.

Paid Family & Medical Leave is 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.

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.

Paid Family and Medical Leave benefits employees by providing economic security to families during important life events; improving parent and child health and well-being; and allowing elders to age in their homes and communities. It benefits employers by reducing turnover; boosting employee productivity and morale; and helps level the playing field for small businesses. It benefits all Minnesotans by reducing reliance on public assistance programs; increasing women’s participation in the workforce; and is simple and cost-effective.

Again, thank you for including this critical program in the House Workforce omnibus bill.

Sincerely,

AARP
 AFSCME Council 5
 AFSCME Council 65
 Centro de Trabajadores Unidos en la Lucha (CTUL)
 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
 ISAIAH
 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 Minesota
 Planned Parenthood
 Prenatal to Three Coalition
 SEIU State Council
 Simpson Housing Services
 Superior Small Batch
 TakeAction Minnesota
 Thriver LLC
 UFCW Local 6
 UFCW Local 663
 UFCW Local 1189
 UNITE HERE
 Vital Aging Network
 Working America
 Workutopia Consulting LLC
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