



April 4, 2023

The Honorable Jay Xiong
Minnesota House of Representatives
Minnesota State Office Building, Room 557
St. Paul, MN 55155

Chair Xiong and Members of the House Workforce Development Finance and Policy Committee:

Thank you for the opportunity to provide comments on behalf of the Minnesota Business Partnership (MBP) regarding HF 2, Paid Family and Medical Leave (PFML). The MBP is comprised of more than 100 business leaders and top executives of businesses employing over 500,000 Minnesotans.

Let me first say that members of the Minnesota Business Partnership support paid leave benefits. We support them because it is the right thing to do for employees and their families. In today's ultra-competitive workforce, providing paid family leave is essential for attracting top talent locally, regionally, and globally.

Our membership already provides very generous paid leave benefits to their employees. Many offer a more generous leave than what this bill prescribes. However, the bill before you today would make it extremely difficult, if not impossible, for these businesses -- who already offer paid leave -- the ability to opt-out of the state program, even if their paid leave benefit program exceeds the minimum requirements that is currently outlined in the bill.

The PFML proposal, as currently written, is bad for our employees. It would disrupt existing paid leave benefits, making employees pay a new tax for lesser benefits than they currently receive and forcing them to navigate a state bureaucracy to access their benefits.

Paid Family and Medical leave should be a benefit to the employee – and from an employee standpoint, having to contact a bureaucrat at a state agency to answer questions and access paid leave benefits instead of being able to contact the trusted human resources person where you work is burdensome and unfair to the employee.

We respectfully ask the committee to recognize that a benefit program like paid leave should be as easy as possible to administer and shouldn't punish employees who already receive comparable or superior benefits from their employer. We are prepared to work with you to find a path that provides expands access to PFML benefits to those employees who don't currently have access without punishing employees who do.

Thank you,

Gavin Hanson
Fiscal and Economic Policy Director
Minnesota Business Partnership