

April 23, 2024

Representative Jay Xiong, Chair  
Workforce Development Finance and Policy  
100 Rev Dr Martin Luther King Jr Boulevard,  
St. Paul, MN 55155

Dear Chair Xiong and members of the Workforce Development Committee,

On behalf of labor and community organizations representing over hundreds of thousands of Minnesotans across the state, we are writing to express our strong opposition to the amendment to HF 5363 which does not guarantee that all Minnesota workers equally have access to paid family and medical leave, a guiding principle of our coalition.

Our coalition fought hard to ensure all workers have access to paid family and medical leave, but this amendment creates a multi-tiered benefit structure where workers who paid into this program, and earned other PTO (Paid Time Off), or vacation and sick leave benefits would be required to use those benefits before accessing the program. This is unacceptable to our coalition.

Moreover, this amendment is inequitable and pits workers against each other. It hurts public sector workers who bypassed wage increases to receive better leave benefits. It hurts older workers who may have larger PTO banks and need the PTO pay out to help support their retirement as they planned. Access to paid family and medical leave should be available to every Minnesota worker and we should focus on creating systems that are accessible and equitable rather than forcing workers to pay for the leave twice.

We also strongly oppose leaving workers with an unpaid week. This is deeply inequitable and there are better solutions available. Asking workers to accept this solution or leaving workers in a lurch is a false choice. We stand ready to work with leaders to keep the policy intact as passed by the legislature last year.

The amendment is unfair, and we urge you to oppose the amendment.

Thank you for your consideration,

Minnesota AFL-CIO  
AARP  
NorthStar Prosperity  
Gender Justice  
Education Minnesota  
AFSCME Councils 5 and 65  
Minnesota Association of Professional Employees  
Minnesota Nurses Association  
SEIU State Council  
SEIU Healthcare Minnesota and Iowa