



MINNESOTANS FOR PAID FAMILY & MEDICAL LEAVE

May 12, 2024

Representative Liz Olson
479 State Office Building
St. Paul, MN 55155

Dear Chair Olson and members of the House Ways and Means Committee:

As a coalition of faith, labor, and non-profit groups, we worked with you to pass Minnesota's historic Paid Family and Medical Leave law. On behalf of our coalition, we strongly support the A24 Amendment to the H5363DE1 amendment scheduled for Monday, May 13 in the House Ways and Means Committee. We encourage both the House and Senate to adopt this language.

The retroactive paid week, described as Option 1 in the February 21, 2024, Milliman Memo meets all the criteria for good policy, and indeed matches our coalition's long-standing interpretation of legislative intent behind the law. Most importantly, it ensures the initial week is a paid week. This clarifies the intention of all parties last year to pass a bill with 12 weeks of paid medical leave. The retroactive paid week avoids creating a barrier to using the program which would have fallen most heavily upon low-income workers and people of color. This will also be simpler for DEED to administer than a PTO self-certification process. This solution treats all workers equally and avoids arbitrarily awarding some – but not others – a paid week based on their personal PTO balance.

We want to thank legislators and staff in the Governor's office who worked to find solutions that honor the original legislative intent. We especially would like to thank the author, Rep. Cedrick Frazier, for his leadership and partnership on this issue. We look forward to continuing working with you to pass this language this session to ensure a successful launch of Minnesota's nation-leading paid family and medical leave program.

Sincerely,

Deb Fitzpatrick
Children's Defense Fund

Lars Negstad
ISAIAH

Bethany Winkels
Minnesota AFL-CIO