



May 11, 2022

Letter to Jobs/Workforce Conference Committee, SF4091

Senators Pratt, Rarick, Dahms, Senjem & Frentz, and Representatives Noor, Ecklund, Long, Stephenson & Swedzinski

Dear Conferees:

On behalf of our coalition of small business, faith, labor, health and community organizations representing over one million Minnesotans across the state, we ask you to support the Paid Family and Medical Leave insurance program as created in the House version of SF4091.

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. Our current system is costly to workers, families, businesses, and our economy. Paid Family and Medical Leave is overwhelmingly popular across party lines and has already passed in 11 other states (CA, RI, NJ, NY, WA, MA, CT, OR, CO, MD & DE) plus the District of Columbia.

The Paid Family & Medical Leave program created in this bill would create a statewide social insurance program that would provide up to 12 weeks of partial wage replacement for medical leave (including pregnancy), so Minnesotans can take care of themselves. In addition it would provide up to 12 weeks of partial wage replacement for family leave, so Minnesotans can take care of their loved ones such as a new child or ailing spouse. It would create a partial wage-replacement benefit on a progressive 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.

The program keeps costs low for all by creating a large statewide risk pool and equally share costs between employers and employees, with both contributing 0.3% on employee earnings. For a median worker and their employer, this costs about \$3.50 per week. The program is built on a model similar to Minnesota's leading Unemployment Insurance administration under the Department of Employment and Economic Development, which would ensure program stability for employees, employers, and the state.

As dozens of business owners, medical professionals and personal caregivers have testified in numerous House committee hearings, the need for this program is urgent and the benefits

would be numerous. In addition to giving workers and families a measure of economic security during life- changing events, Paid Family and Medical Leave programs can improve maternal and child health, increase paternal involvement in children’s lives, and help elders age in place while ensuring their caregivers remain employed. They retain women’s participation in the workforce, reduce reliance on public assistance programs, and benefit business by lowering turnover, boosting productivity, and enhancing morale. Paid leave programs help smaller businesses afford a benefit they might not be able to provide on their own, which in turn can make them more competitive and appealing to a new generation of employees.

Minnesotans know there is a crisis in caregiving and a Paid Family and Medical Leave insurance program is overdue. We urge your support.

Sincerely, Minnesotans for Paid Family & Medical Leave Coalition

Coalition Members

- AARP
- AFSCME Council 5
- AFSCME Council 65
- American Cancer Society Cancer Action Network
- Awood
- Center for Economic Inclusion
- Children’s Defense Fund – Minnesota
- CTUL
- Communications Workers of America State Council
- ECALC
- Education Minnesota
- Elders for Infants
- Family Tree Clinic
- Gender Justice
- Greater Minnesota Worker Center
- Hispanic Solutions Group
- The Impact Project
- 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 Doctors for Health Equity
- Minnesota Nurses Association
- Minnesota Public Health Association
- National Multiple Sclerosis Society of Minnesota
- NEALC
- Open Access Connections
- OutFront Minnesota
- Planned Parenthood
- Prenatal to Three Coalition
- SEIU-Minnesota State Council
- SEMNALC
- Simpson Housing Services
- Superior Small Batch
- Take Action Minnesota
- Thriver LLC
- UFCW Local 1155
- UFCW Local 663
- UFCW Local 1189
- UNITE HERE Local 17
- Violence Free MN
- Vital Aging Network
- WALC
- Working America
- Workutopia Consulting LLC
- YWCA Minneapolis

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