



# Minnesotans Need Paid Family & Medical Leave

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.

It's time for a common-sense solution. 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 plus DC. Passing Paid Family and Medical Leave will begin to solve our caregiving crisis while leveling the playing field for all Minnesotans.

## How It Works

The Minnesotans for Paid Family & Medical Leave Coalition supports a state-administered paid leave insurance program, where everyone contributes and everyone benefits. Paid Family & Medical Leave is for events lasting longer than 7 days, such as bonding with a new baby, recovering from a serious injury or caring for a loved ones facing their final weeks.

## 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 their families.
- Provide a progressive wage replacement at 55-90% (average of 66%) of an employee's salary, while protecting job and healthcare benefits.
- Keep costs low for all by creating a large statewide risk pool and equally share costs between employers and employees, with both contributing 35 cents per \$100 of employee earnings (0.35%). For a worker earning \$1000 a week this would mean \$3.50.
- 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.

## The Benefits of Paid Family & Medical Leave

### *For employees*

- Provides economic security to families during important life events
- Improves parent and child health and well-being
- Allows elders to age in their homes and communities

### *For employers*

- Benefits businesses by reducing turnover
- Boosts employee productivity and morale
- Benefits small-businesses by helping level the playing field

### *For all Minnesotans*

- Reduces reliance on public assistance programs
- Increases women's participation in the workforce
- Simple and cost-effective



# Coalition Members

The Minnesotans for Paid Family & Medical Leave Coalition is made up of the following members:

- AARP Minnesota
- AFSCME Council 5
- AFSCME Council 65
- Alzheimer's Association
- American Academy of Pediatrics, MN Chapter
- American Cancer Society Cancer Action Network (ACS CAN)
- Awood
- Center for Economic Inclusion
- Children's Defense Fund
- CTUL
- CWA
- DFL
- East Central Area Labor Council
- Education Minnesota
- Elders for Infants
- Faith in Minnesota
- Family Tree Clinic
- Gender Justice
- Greater Minnesota Worker Center
- Hispanic Solutions Group
- Impact Project
- ISIAAH
- Jewish Community Action
- Rainbow Health
- Land Stewardship Project
- Leukemia & Lymphoma Society
- Local Progress MN
- Main Street Alliance
- MAPE
- Midwest Doulas
- Minnesota Breastfeeding Coalition
- Minnesota Council of Nonprofits
- Minnesota Doctors for Health Equity
- Minnesota Prenatal to 3 Coalition
- Minnesota Public Health Association
- MN AFL-CIO
- MN Doctors for Health Equity
- Minnesota Nurses Association
- National Multiple Sclerosis Society of Minnesota
- North East Area Labor Council
- North Star Prosperity
- Open Access Connections
- OutFront Minnesota
- SEIU State Council
- Southeast MN Area Labor Council
- Simpson Housing
- Superior Small Batch
- TakeAction Minnesota
- Thriver LLC
- UFCW
- UFCW 1155
- UFCW 1189
- UFCW 663
- UNITE HERE Local 17
- Violence Free MN
- Vital Aging Network
- West Area Labor Council
- Women's Foundation of Minnesota
- Working America
- Workutopia Consulting
- YWCA Minneapolis