



January 26, 2023

The Honorable Erin Murphy  
Minnesota Senate  
Minnesota Senate Building, Room 3211  
St. Paul, MN 55155

Chair Murphy and Members of the Senate State and Local Government and Veterans Committee:

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

Let me first say that members of the Minnesota Business Partnership support paid leave policies. 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 for these businesses -- who already offer paid leave -- to opt-out of the state program, even if their paid leave benefit program exceeds the minimum requirement that is currently outlined in the bill. These issues include an expansive definition of family, no cap on the 24+ weeks of leave, and the brief window of 90 days required before eligibility for this program.

We are concerned that the paid family medical leave proposal, as currently written, will harm our employees. It would disrupt existing employee benefit plans and force employees into a state-run program offering reduced benefits, while facing the added burden of a new payroll tax.

Paid Family and Medical leave should be a benefit to the employee – and from an employee standpoint, having to contact a bureaucrat in 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 consider that a benefit program like paid leave should be as easy as possible to administer and shouldn't punish employees who already receive comparable benefits at their companies. We are prepared to work with you to find a path that helps expand PFML benefits to employees who don't have access to PFML without harming the many employees who already do.

Thank you,

Gavin Hanson  
Fiscal and Economic Policy Director  
Minnesota Business Partnership