



April 29, 2024

Senator Matt Klein, Chair
Commerce and Consumer Protection Committee
2105 Minnesota Senate Building
95 University Avenue West
St. Paul, MN 55155

Dear Chair Klein and members of the Commerce and Consumer Protection 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 SF 5430 that was added in the Senate Jobs and Economic Development Committee last week. This amendment 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 added to the bill in the Jobs Committee.

Thank you for your consideration,

Minnesota AFL-CIO
Minnesota Association of Professional Employees
AARP
NorthStar Prosperity
Gender Justice

Education Minnesota
AFSCME Councils 5 and 65
Minnesota Nurses Association
SEIU State Council
SEIU Healthcare Minnesota & Iowa

