

April 17, 2024

Senator Bobby Jo Champion, Chair  
Senate Jobs and Economic Development Committee  
3401 Minnesota Senate Building  
St. Paul, MN 55155

Dear Chair Champion and members of the Senate Jobs and Economic Development 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 which 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 have 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 in industries against each other and hurts older workers who may have large PTO banks against younger employees. Access to paid family and medical leave should be available to every Minnesota worker, no matter the size of the employer, how big your paycheck is, or other benefits you have earned.

We also oppose any idea that if we do not implement this scheme then all workers will have to forgo paid leave for the first week of leave. This is a false choice and 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.

Minnesota AFL-CIO

AARP

NorthStar Prosperity

Gender Justice

Education Minnesota

AFSCME Councils 5 and 65

Minnesota Association of Professional Employees

Minnesota Nurses Association

SEIU State Council SEIU Healthcare Minnesota and Iowa