



May 7, 2024

Senator Ron Latz, Chair
Judiciary and Public Safety Committee
3105 Minnesota Senate Building
95 University Avenue West
St. Paul, MN 55155

Dear Chair Latz and members of the Judiciary and Public Safety 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 language in SF 5430 that requires the use of vacation or sick leave and Paid Time Off (PTO). This language 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, or vacation, or leave benefits would be required to use those benefits before accessing the program. This is unacceptable to our coalition.

Moreover, this language 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 all weeks of medical leave and paid family 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 inequitable and there are better solutions available. Asking workers to accept this solution or leaving workers in a lurch is a false choice. We have offered other solutions and stand ready to work with leaders to keep the policy intact as passed by the legislature last year.

The language in the bill is unfair, and we urge you to remove this language added to HF 5430 in a previous Senate 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

