



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.

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