



Minnesotans Deserve Paid Family and Medical Leave

Why is this important?

Nearly everyone needs paid family or medical leave at some point in their lives, whether it's to care for a new child, an aging parent, or themselves.

Unfortunately, only 13% of Minnesota workers have paid family and medical leave through their employers and access is unequally distributed with differences by race and ethnicity, earnings levels, and work schedules.

As workers struggle to balance caregiving with their job responsibilities, many end up facing economic hardship. Caregiving demands may even lead to effects felt across years or a lifetime due to lost jobs, missed raises, and reduced Social Security benefits. Our current system has failed and is costly to workers, their families, businesses, and our economy. It's time to modernize our workplace standards.

What needs to be done?

Minnesotans for Paid Family Leave support a state-administered paid family and medical leave insurance program where everyone contributes and everyone benefits. This program is a fair, common-sense solution that would allow Minnesotans to take time to care for themselves and their families without jeopardizing economic security.

The Paid Family and Medical Leave Act would:

- Provide up to 12 weeks of partial wage replacement during pregnancy and medical leave and 12 weeks during family leave – defined as bonding with a new child or caring for a seriously-ill family member.
- Replace 80% to 55% of wages (based on income) up to a maximum of the average weekly wage, or around \$1,000 per week.
- Have minimal costs shared equally by employers and employees. Each would contribute .27% on employee earnings up to \$118,500. For the median worker and his/her employer, this equates to \$1.75 per week.

What can you do?

Raise your voice for Paid Family and Medical Leave!

- Sign up to join Minnesotans for Paid Family Leave
- Share your story

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THE BENEFITS

Paid family and medical leave programs:

- Provide economic security to families during important life events
- Improve parent and child health and well-being
- Allow elders to age in their homes and communities
- Increase women's participation in the workforce
- Reduce reliance on public assistance programs
- Benefit businesses by reducing turnover, boosting productivity, and enhancing morale



Minnesotans for
Paid Family Leave
#MN4PFL



Minnesotans Deserve a Solution That Works

What's the best way to expand access to paid leave?

A paid family and medical leave insurance program is a fair, common-sense solution that would allow Minnesotans to take time to care for themselves and their families without jeopardizing economic security. The social insurance model has proven effective around the world, including in four U.S. states. This model spreads the cost and ensures all workers have access to a basic benefit, regardless of where they work. We believe the program should cover all workers, be affordable, accessible, comprehensive and inclusive.

Why aren't tax credits or savings accounts a solution?

Tax credits or savings accounts for employers or workers will not replace the need for a paid family and medical leave insurance program. Here's why:

1. Unworkable for most families. When barely half of Americans say they would be able to find \$400 for an emergency expense without borrowing from someone or selling something, asking people to wait up to a year to receive a tax credit for a small portion (some proposals replace only 25%) of foregone wages would not be very helpful. Similarly, the American Action Forum says savings accounts would be meaningless for most working class families, who spend nearly all of their earnings on basic necessities.

2. Not an effective incentive for employers. According to Enterprise Institute economists, experience with such programs in the employment and training and child care fields suggest tax credits won't get most employers to change and may simply subsidize employers who are doing the right thing already.

3. Reinforces disparities. Since tax credits are unlikely to change employer behavior, leave provided as a result of tax credits to employers won't reach the people who are least likely to have access to paid leave now – young families, rural families and low-wage or part-time workers, who are disproportionately female and people of color.

4. Limited scope of covered events. Most tax credit proposals are limited to parental leave, dismissing the needs of workers across our state that need to care for themselves or provide care for family members across the lifespan, including those who take on caregiving responsibilities for our growing aging population in Greater Minnesota.

5. Tax credits are not free and shift costs elsewhere. They have to be offset by a reduction in government services or an increase in taxes somewhere else.

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Benefits at a Glance

Tom makes \$35,000 per year. Here's how he and his employer would fare under a paid family and medical leave program (HF2963-Metsa) vs an employee or employer tax credit (HF315-Anderson, S.):

Tom

PFML Program:
\$511/week
Received as leave is taken

Tax Credit:
\$168/week
Received at end of year

Employer

PFML Program:
\$673/week
Saved as leave is taken

Tax Credit:
\$168/week
Received at end of year

