



# 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 allowing Minnesotans to work *and* care for themselves and their families.

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
- Join us at the Minnesota State Capitol in 2017

[www.paidfamilyleavemn.org](http://www.paidfamilyleavemn.org) | [#paidfamilyleave](https://twitter.com/paidfamilyleave) | [#mn4pfl](https://twitter.com/mn4pfl)

## 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