

RESOLUTION

SUBJECT: SUPPORT PAID FAMILY AND MEDICAL LEAVE INSURANCE

WHEREAS: 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; and

WHEREAS: 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; and

WHEREAS: A state or nationally administered Paid Family and Medical Leave Insurance Program will make it easier for workers to care for themselves or family members during life-changing events without facing undue economic burden now or in the future; and

WHEREAS: A comprehensive program would recognize that caregiving needs exist across the spectrum of family members and lifespan; and

WHEREAS: A progressive wage replacement structure would ensure equity for lower income workers; and

WHEREAS: Robust protections in accessing paid family and medical leave would allow workers to use the program without fear of consequences in the workplace; and

WHEREAS: The social insurance model has proven effective around the world and in other states; and

WHEREAS: Research from other states suggest paid family and medical leave programs can improve maternal and child health, increase paternal involvement in children's lives, and help elders age in place while ensuring their caregivers remain employed; and

WHEREAS: Research has also shown they can help retain women's participation in the workforce, reduce reliance on public assistance programs, and benefit business by lowering turnover, boosting productivity, and enhancing morale; and

RESOLVED: That the _____ Party of Minnesota support a Paid Family and Medical Leave social insurance program that provides access to a minimum of 12 weeks of partial wage replacement to all workers for family leave and 12 weeks for medical leave, covering a comprehensive set of critical, life-changing events.