

Principles of Minnesotans for Paid Family & Medical Leave
Updated November, 2022

The following are the principles that we, as the Paid Family and Medical Leave coalition, agree to operate within and fight for when passing and implementing the Paid Family and Medical Leave Law in Minnesota.

A comprehensive, publicly-administered Paid Family & Medical Leave Program where everyone contributes and everyone benefits, especially ensuring access and coverage for those who need it most

1. Everyone contributes and everyone benefits
 - Family & medical as well as safety, pregnancy, & bonding leave
 - Joint contributions from employers and employees
 - No one is left out based on industry, job classification, size of employer or overly narrow definition of family

2. Access & coverage for those who need it most to ensure greatest health impact and racial equity
 - Meaningful length of leave (not less than 12 weeks, stackable)
 - Tiered benefits with highest wage replacement for lowest-income tier
 - Robust job protection & anti-retaliation provisions to ensure access

3. Assure an effective, efficient and accountable program
 - Broadest possible pool participate – limit exemptions
 - Create administrative system that is efficient and effective and prioritizes the rights of workers and their privacy
 - Oversight & accountability so that the administration is accountable to those who benefit from the leave (ie public, not private)
 - Significant dedicated resources for outreach, including money for community organizations