

Minnesota's New Paid Family and Medical Leave Law: Game Changer for Children and Families

Friday, October 6, 2023



Agenda

- Introductions
- Overview of Policy and Timeline
- Moving a PFML Policy through the Legislature
- Coalition and Equity Dimensions of the PFML policy
- Discussion and Questions and Answers



Presenters



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Dr. Alice Mann
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Paid Family and Medical Leave: Program Introduction

October 5, 2023

Paid Family and Medical Leave: Legislation Summary

- Paid Family and Medical Leave will ensure Minnesota workers have access to paid leave during certain key life events
- Workers have employment protections when taking leave under the law



Paid Family and Medical Leave: Legislation Summary

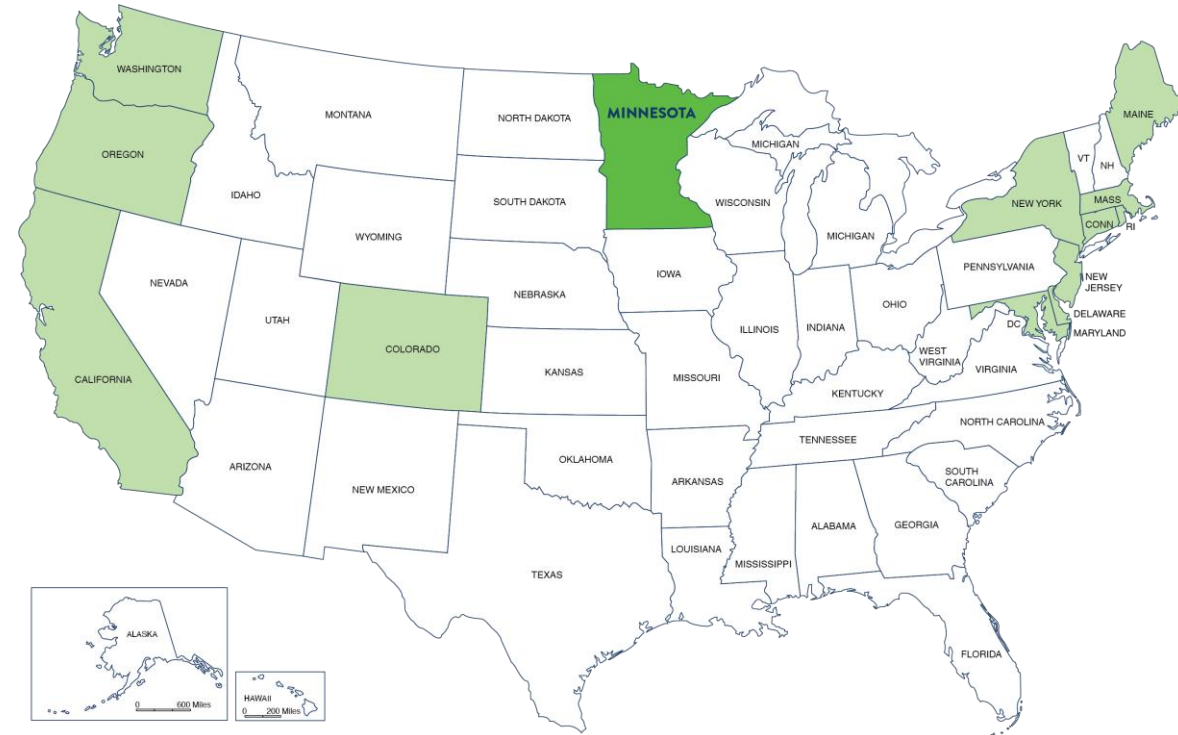
- Initially, **premiums** are set to 0.7% of the employee's wage, with 0.35% paid by the employer and up to 0.35% paid by the employee
- Premium collection and benefit payments will begin January 1, 2026
- **Benefits** last up to 12 weeks for each type of leave, with a maximum of 20 weeks total in a 52-week period
- The exact amount is based on applicant's previous earnings, with a maximum weekly benefit of state average weekly wage (\$1,287 in 2023)



Maximum weekly benefit of state
average weekly wage (\$1,287 in 2023)

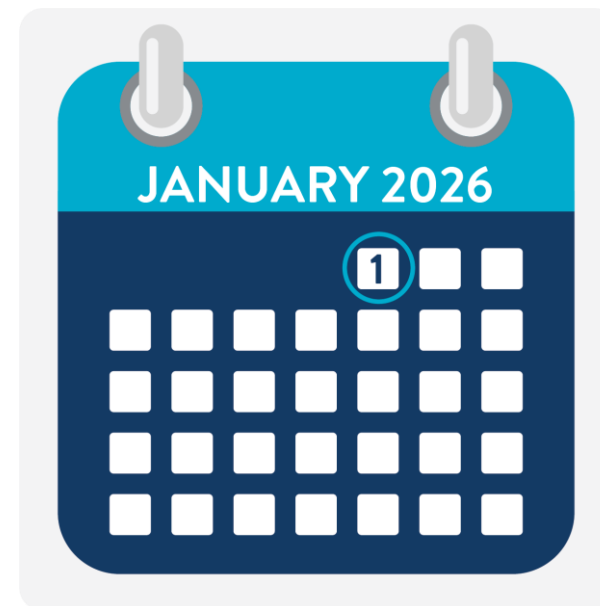
Why Paid Family and Medical Leave?

- Minnesota will be the 13th state to implement Paid Family and Medical Leave
 - Only seven countries worldwide do not have some sort of paid family leave
- States that have implemented paid leave programs have seen:
 - Stronger employee retention
 - Better health and development outcomes for children
 - Higher labor market attachment for women and labor force participation generally
 - Greater economic security for families



What's next: timeline

- Benefit payments and premium collections both start January 1, 2026
- Before then, we need to:
 - Implement the systems to take applications, manage claims, pay benefits, and collect premiums and wage information
 - Conduct rulemaking and policy development
 - Engage with and learn from Minnesotans, employers, medical providers, and support services
 - Hire staff to do all these things
- Other states had to:
 - Collect premiums before paying benefits – we don't
 - Develop much more *de novo* IT and business process infrastructure – we are going to liberally copy what worked in other states (and skip what didn't)



What's Next: 2023

- Step 1: paidleave.mn.gov
- Staffing up – key initial hires include the program director, public engagement, user research, and technology staff
- Engaging with future customers, employers, and other critical stakeholders
- Iterative deployment: we'll be continuously updating information and learning as we go





MINNESOTANS FOR
PAID FAMILY & MEDICAL LEAVE

56 organizations strong

Co-chaired by AFL-CIO, ISAIAH
and Children's Defense Fund
Minnesota

paidleavemn.org

We all have a story, and everyone needs paid family and medical leave.

Because no one should have to choose between their job and their health or family.

10 year campaign grounded in stories, research and experiences of other states



Considerations for Early Childhood Advocates

- Everyone contributes, everyone benefits: Keep it broad, intergenerational and gender neutral
 - Stacking of leave and pregnancy discrimination
 - Caregiver discrimination and gender equity
- Dedicated outreach funding w/grants for trusted messengers in the community
- Attention to safety net interactions
- Childcare impacts: workforce and infant care shortages

Additional Considerations for Equitable Access

Strong employment protections with significant enforcement

Portability – wage replacement not connected to current employer(s)

Expansive family definition



Presenters' Contact Information

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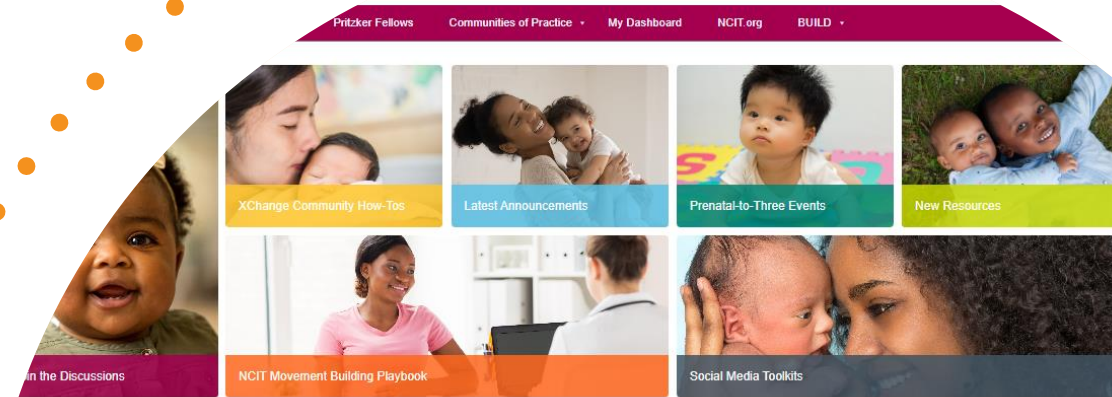
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Join the PN-3 XChange today!

Go to:
<https://www.pn3xchange.org/user/createuser>

- Features:
- ✓ Ask questions and join discussions with peers and experts
 - ✓ Find timely resources and events
 - ✓ Share resources with the network
 - ✓ Learn from what others are doing
 - ✓ Use the PN-3 Help Desk to get expert help
 - ✓ Over 2,700 members from all 50 states
 - ✓ And more!



Welcome to the Prenatal-to-Three XChange Community!

The Prenatal-to-Three XChange was created to provide a dedicated Online Community for prenatal-to-three leaders, advocates, coalitions, consultants, partners, practitioners, providers, and parents... anyone who is a champion for infants and toddlers. Our mission is to build a stronger and more effective prenatal-to-three network through the sharing of knowledge and insights to improve the lives of infants and toddlers and their families.

The XChange community not only provides access to timely and targeted resources, members of the XChange can ask questions of experts and peers, engage in discussions, share insights, and post materials they have found most helpful in their work. Additionally, there are regular announcements of events of interest to the community, job announcements and alerts about new research, legislation, and publications.



Community, like communities everywhere, is made up of various neighborhoods. Activities are going on across the XChange but the heart of the community is in the Leaders & Champions neighborhood, where everyone comes together to engage and share.

As we work together to advance better policies, systems, and supports for our youngest children, the XChange can support your work by providing the expertise of leaders and champions dedicated to prenatal-to-three.

Need help with a PN-3 challenge?

[Submit your request](#)

or call the PN-3 Help line

833-275-6248

My Groups

- Charlemos- Let's Chat!
- Carols playground 2
- Child Care
- Coaching/TA System Leaders
- Communicators
- Community Learning Table
- A sharing space for PCI Community Systems grantees
- Community Partners
- Community Planning
- Coordinators
- Counties for Kids

[XChange Support](#)

[XChange Guidelines](#)