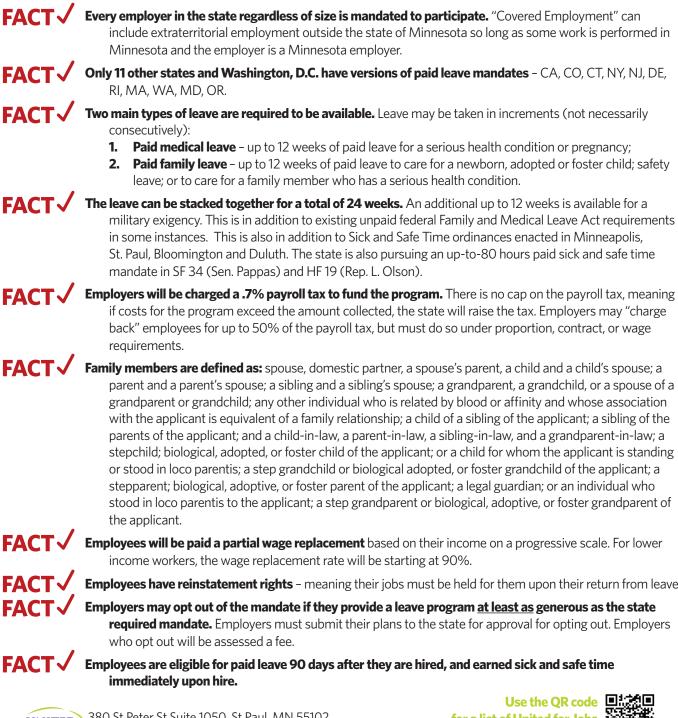


Just the facts: Paid Family and Medical Leave

SF 2 (Sen, Mann); HF 2 (Rep, Richardson)

The proposal would create a new, mandatory 24 week paid leave program for all Minnesota employers and employees. The program would begin taking effect in 2025, with implementation starting in 2023.



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FACT

Employers will be charged a .7% payroll tax to fund the program. There is no cap on the payroll tax, meaning if costs for the program exceed the amount collected, the state will raise the tax. Employers may "charge back" employees for up to 50% of the payroll tax, but must do so under proportion, contract, or wage

Family members are defined as: spouse, domestic partner, a spouse's parent, a child and a child's spouse; a parent and a parent's spouse; a sibling and a sibling's spouse; a grandparent, a grandchild, or a spouse of a grandparent or grandchild; any other individual who is related by blood or affinity and whose association with the applicant is equivalent of a family relationship; a child of a sibling of the applicant; a sibling of the parents of the applicant; and a child-in-law, a parent-in-law, a sibling-in-law, and a grandparent-in-law; a stepchild; biological, adopted, or foster child of the applicant; or a child for whom the applicant is standing or stood in loco parentis; a step grandchild or biological adopted, or foster grandchild of the applicant; a stepparent; biological, adoptive, or foster parent of the applicant; a legal guardian; or an individual who stood in loco parentis to the applicant; a step grandparent or biological, adoptive, or foster grandparent of

FACT

Employees will be paid a partial wage replacement based on their income on a progressive scale. For lower income workers, the wage replacement rate will be starting at 90%.

Employees have reinstatement rights – meaning their jobs must be held for them upon their return from leave.





Albert Lea-Freeborn County Chamber of Commerce Alexandria Lakes Area Chamber of Commerce Anoka Area Chamber of Commerce Apple Valley Chamber of Commerce Associated Builders and Contractors Associated General Contractors of Minnesota Austin Area Chamber of Commerce Bemidii Area Chamber of Commerce Brainerd Lakes Area Chamber of Commerce Builders Association of Minnesota Builders Association of the Twin Cities Building Owners & Managers Association (BOMA) St. Paul Burnsville Chamber of Commerce Cloquet Area Chamber of Commerce Cuyuna Lakes Chamber of Commerce Dakota County Regional Chamber of Commerce Duluth Area Chamber of Commerce Eden Prairie Chamber of Commerce Flk River Area Chamber and Commerce Faribault Area Chamber of Commerce & Tourism Bureau Fargo Moorhead West Fargo Chamber of Commerce Fergus Falls Area Chamber of Commerce Glenwood Lakes Chamber of Commerce Grand Rapids Area Chamber of Commerce Greater Minneapolis Building Owners and Managers Association Greater Stillwater Chamber of Commerce Greater St. Paul Building Owners and Managers Hastings Area Chamber of Commerce & Tourism Bureau Hermantown Area Chamber of Commerce Hibbing Area Chamber of Commerce Hospitality Minnesota Housing First Hutchinson Area Chamber of Commerce Insurance Federation of Minnesota International Falls Area Chamber of Commerce Iron Mining Association of MN Lake City Area Chamber of Commerce Lake County Chamber of Commerce Lakeville Area Chamber of Commerce & CVB Laurentian Chamber of Commerce Litchfield Chamber of Commerce Marshall Area Chamber of Commerce Medical Alley Association Metalcasters of Minnesota MetroNorth Chamber of Commerce Midwest Food Processors Association Minnesota AgriGrowth Council Minnesota Association of Public Accountants Minnesota Auto Dealers Minnesota Bankers Association Minnesota Beverage Association Minnesota Broadcasters Association Minnesota Business Partnership Minnesota Chamber of Commerce

Minnesota Chamber of Commerce Executives Minnesota Child Care Association Minnesota Contractors of the National Electrical Contractors Association Minnesota Drywall & Plaster Association Minnesota Environmental Contractors Association Minnesota Floorcovering Contractors Association Minnesota Forest Industries Minnesota Grocers Association Minnesota High Tech Association Minnesota Mechanical Contractors Minnesota Milk Producers Association Minnesota Nursery & Landscape Association Minnesota Painting and Wallcovering Employers Association Minnesota Petroleum Marketers Association Minnesota Pork Producers Association Minnesota REALTORS Minnesota Recruiting and Staffing Association Minnesota Retailers Association Minnesota Service Stations and Convenience Stores Minnesota Shopping Center Association Minnesota Ski Areas Association Minnesota Society of CPAs Minnesota Subcontractors Association Minnesota Telecom Alliance Minnesota Trucking Association Minnesota Utilities Contractors Association Minnesota Utility Investors Minnesota Mechanical Contractors Association Minnesota Precision Manufacturing Association NAIOP Minnesota National Federation of Independent Business National Shooting Sports Foundation New Ulm Area Chamber of Commerce Northfield Area chamber of Commerce Owatonna Area Chamber of Commerce & Tourism Pipestone Area Chamber of Commerce & CVB River Heights Chamber of Commerce Rochester Area Chamber of Commerce Shakopee Chamber & Visitors Bureau SouthWest Metro Chamber of Commerce St. Cloud Area Chamber of Commerce St. Paul Area Chamber The Chamber Grand Forks & East Grand Forks Thermal Insulation Contractors Association Tri-State Manufacturers' Association Twin Cities North Chamber of Commerce Waconia Chamber of Commerce Waseca Chamber of Commerce White Bear Area Chamber of Commerce Willmar Lakes Area Chamber of Commerce Winona Area Chamber of Commerce Woodbury Area Chamber of Commerce Worthington Area Chamber of Commerce



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