

# Paid Family and Medical Leave (PFML)

PFML would allow nonprofits to be competitive employers, all Minnesotans to take time off to care for themselves and their families, boost the economy, and advance racial equity.

## How would PFML work?

PFML would provide **job protections for all workers**. Current access to paid time off is not evenly distributed, with significant disparities based on race, income, geography, and employer size in MN.

Current PFML legislation would provide up to **12 weeks per year for leave** with a serious health condition, including pregnancy, and up to 12 weeks per year for leave associated with care of a family member.

PFML would keep costs low for all by **creating a large statewide risk pool and equally shares costs between employers and employees**, both contributing 35 cents per \$100 of employee earnings.

## How PFML would benefit Minnesota & nonprofits



Research shows that similar programs in other states have not been difficult to administer and have **reduced turnover, improved morale, and leveled the benefits playing field** among employer types and sizes.



PFML would **disrupt disparities**. For example: BIPOC (Black, Indigenous, and people of color) are more likely to face retaliation from employers and asking for time off due to a medical or family issue may impact their job security.



PFML would **boost MN's economy** because an employee doesn't lose wages while taking leave, and instead can still spend money on rent, food, and other essential needs.



PFML would ensure nonprofit employers can **support and retain staff** when medical or family issues arise, and would allow nonprofits to compete with the benefits that the private sector offers, thereby providing a richer candidate pool for open positions.

## Take action

Learn more: [www.minnesotanonprofits.org/PFML](http://www.minnesotanonprofits.org/PFML)

If you have any question about PFML and how your nonprofit can support this legislation, please reach out to Ileana Mejia, public policy advocate, at [imejia@minnesotanonprofits.org](mailto:imejia@minnesotanonprofits.org).

*The Minnesota Council of Nonprofits (MCN) works to inform, promote, connect, and strengthen individual nonprofits and Minnesota's nonprofit sector, including through local, state, and federal advocacy. More information: [www.minnesotanonprofits.org](http://www.minnesotanonprofits.org).*