

Minnesota AFL-CIO Sample Caucus Resolution

PAID FAMILY LEAVE

BE IT RESOLVED: That the _____ party support the Minnesota Paid Family Leave Act, legislation that would provide up to six weeks of partial wage replacement leave for birth or adoption of new child, parenting, or care of a seriously ill family member.

TALKING POINTS:

- The Paid Family Leave Act will make it easier for parents—both mothers and fathers—to care for a newborn or newly adopted child.
- The Paid Family Leave Act will provide crucial support when a family member becomes seriously ill.
- The wage replacement in the propose Paid Family Leave legislation would range from 95% to 66% based on family income.
- Only about 14 percent of workers currently have access to paid parental leave.
- Research from other states suggest that businesses with Paid Family Leave have saved money, benefiting from lower worker turnover, increased productivity and higher employee morale
- Some of Minnesota’s most recognized companies have recognized the benefits of providing Paid Family Leave policies. Some companies are General Mills, Ecolab, Mayo Clinic, Target, and U.S. Bank.
- Studies have shown that children whose parents used parental leave have higher educational attainment, lower teen pregnancy rates, higher IQ scores, and higher earnings in adulthood. (MN Department of Health, March 2015 White Paper on Paid Leave and Health; June 2011 A Flying Start? Maternity Leave Benefits; and Long Run Outcomes of Children; and November 2010 Parental Leave and Child Health.)