

Just the facts: Paid leave mandates

In 2023, the legislature passed the most broad-sweeping workplace mandates in recent history, including two new paid leave mandates that impact every employer in the state – regardless of the size of business.

The Sick and Safe Time (SST) mandate requires up to 48-80 hours of fully paid time off, for an extremely broad list of reasons with little notice to employers. Shockingly, this mandate now forces more generous, voluntarily offered PTO programs to comply with this mandate. Employers of all sizes are reporting increased use of SST and significant misuse by employees as a result of this new law, challenging their operations and increasing costs.

The Paid Family Medical Leave (PFML) mandate eliminates a business's right to tailor benefits specific to their industry and workforce by forcing employers to offer 12 weeks paid medical leave and 12 weeks of paid family leave (maxing out at 20 weeks total in a 52-week period), starting on January 1, 2026. The program will be administered by a new state agency with over 400 full-time employees. It will be paid for through a considerable increase in payroll taxes – now at .88%; the cost for which can be split between employers and employees.

FACT ✓



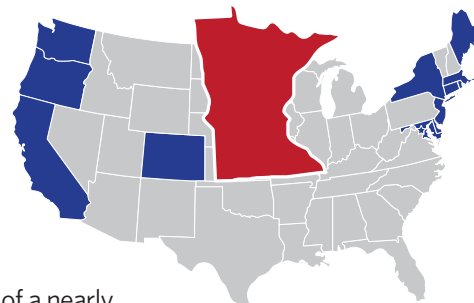
Every employer in the state – regardless of size – is mandated to participate.

Small businesses are impacted especially hard by these mandates; burdened with enormous costs, administrative burdens and lack of resources to fill vacant positions. 1.2 million Minnesotans work for small businesses.

FACT ✓

Minnesota's PFML mandate is one of the most expansive in the nation for eligibility, qualifying events, benefits and employer obligation.

Only 13 other states and Washington, D.C. have mandated PFML.



FACT ✓



Skyrocketing payroll taxes burden both employers and employees.

Employers and employees must bear the burden of a nearly 50% increase in payroll taxes before the PFML program even starts. Businesses and consumers are already shouldering increased costs and inflation, and now is not the time to significantly increase this burden.

FACT ✓

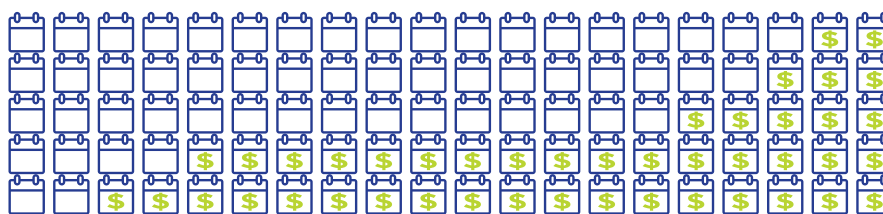
There are not enough employees to fill open positions.

Minnesota is experiencing a decade-long workforce shortage yet unemployment remains incredibly low. Employers need help covering for employees on leave but are unlikely to find temporary help.



**.6 workers
available for every job
opening in Minnesota.**

**COSTS
MATTER**
mandatory
paid leave
proposal =



The Legislature must act

- By making thoughtful adjustments now, the Minnesota legislature can help ensure that SST and PFML function in a way that benefits the entire state — businesses, employees and our economy as a whole. Lawmakers must continue a bipartisan approach to refining these important policies.
- Ask your legislators to support SF 2300 (Sen. Seeberger, DFL, Sen. Rasmusson, GOP) / HF 2025 (Rep. Baker, GOP), which makes important modifications to the SST mandate, and SF3141 (Sen. Frentz, DFL, Sen. Rasmusson, GOP)/HF2962 (Rep. Baker, GOP), which makes necessary adjustments to PFML.

