

March 13, 2025

Re: HF1976

Dear Chair Baker and Members of the House Workforce, Labor, and Economic Development Finance and Policy Committee:

The American Cancer Society Cancer Action Network (ACS CAN) is the nonprofit, nonpartisan advocacy affiliate of the American Cancer Society. We support evidence-based policy and legislative solutions designed to eliminate cancer as a major health problem. ACS CAN respectfully opposes HF1976, which would weaken Minnesota's job-protected paid family and medical leave that can be used for cancer treatments, survivorship care, and caregiving as well as other illnesses.

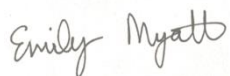
This year, 37,650 Minnesotans will be diagnosed with cancer. Cancer treatment and recovery can be difficult and time consuming – often requiring time off from work for doctor's visits, surgery, chemotherapy, and radiation. The availability of paid leave and flexibility to balance cancer treatment and employment is essential for both patients and caregivers.

It is imperative that seriously ill patients and their caregivers can rely on the program to access needed care on an ongoing basis, for a meaningful number of weeks when they need it. We have concerns about language that would cut the maximum leave to 12 weeks for Minnesotans employed by businesses with more than 50 employees, and to only 6 weeks for Minnesotans in businesses with 50 or less workers. The time needed for a cancer patient's treatment and recovery does not change because of the size of their employer. All Minnesotans, regardless of employer type or size, should have access to the same benefits.

Multiple studies show that cancer patients and caregivers who have paid leave have higher rates of job retention and lower rates of financial burden than those who do not have access to paid leave. We also oppose the change the family member definition; caregiving oftentimes falls outside of the traditional family structure. All working cancer patients, survivors, and caregivers should have access to paid family and medical leave that allows them to take time off work to attend to their own or a loved one's care without losing their job or income.

Please support Minnesota's cancer patients, survivors, and caregivers by voting no on efforts to weaken this important program.

Sincerely,



Emily Myatt  
Minnesota Government Relations Director  
American Cancer Society Cancer Action Network