



HF1976: Modifications to Minnesota's Paid Leave Law
Workforce, Labor, & Economic Development Committee
Thursday, March 13, 2025

Representative Backer & Members of the Workforce Committee,

The Prenatal to Three Coalition is committed to ensuring that every infant and toddler in Minnesota has the best possible start in life, regardless of income, race, or geography. We advocate for policies that address disparities in maternal and infant health, increase family supports, and strengthen economic stability—key factors that directly impact child development and long-term well-being. **HF 1976 seeks to limit the time parents and caregivers have to bond with their newborns** and limits critical benefits that would directly support Minnesota's youngest children and their families.

For years, Minnesota lawmakers have worked to establish a Paid Family and Medical Leave program that will give **all families the ability to care for newborns, recover from childbirth, and handle medical crises without facing financial hardship**. The program, passed in 2023, has been carefully studied, debated, and refined for nearly a decade. It reflects the needs of working families, caregivers, and Minnesota businesses.

Minnesota's prosperity depends on the well-being of its youngest residents and their families. The earliest years of a child's life are foundational for lifelong health, development, and success. Science is clear: supportive policies that strengthen family stability and promote economic security are critical in shaping positive outcomes for children, parents, and communities.

Now is the time to increase support for families—not to restrict it based on your employer. We urge you to **oppose HF1976** and stand for all Minnesota's families, infants, and caregivers by fully implementing of the state's Paid Family and Medical Leave program.

Sincerely,

Alisha Porter,
Children's Defense Funds-MN, State Director
MN Prenatal to Three Coalition, Co-Chair

Nancy Jost,
Retired Early Childhood Advisor,
MN Prenatal to Three Coalition, Co-Chair

Laura LaCroix-Dalluhn,
MN Prenatal to Three Coalition,
Coalition Coordinator