

FACT SHEET | Six Weeks of Paid Parental Leave

2016 Budget for a Better Minnesota

The first six weeks after a child is born or adopted are an exceptionally important time for Minnesota families, and a critical moment in a child's development. In fact, many childcare programs will not accept a child into their programs until they are at least six weeks old. But many parents cannot afford to take six weeks off without pay. Instead, they are forced to choose between caring for their newborn or recently adopted children, or the paychecks they need to feed their families. Governor Dayton believes no parent should be forced to make that choice. That is why he will include funding in his supplemental budget proposal to ensure all hard-working state employees are guaranteed six weeks of paid parental leave – no excuses, no exceptions.

Supporting New Parents, Strengthening Minnesota Families

Currently, state employees may use accrued sick leave or purchase short-term disability insurance coverage to take paid time off following the birth or adoption of a child. Providing six weeks of paid parental leave would ensure state employees have a guaranteed amount of paid time off with a new child, especially for newer employees with limited sick time. This proposal would also save hard-working Minnesotans thousands of dollars, when they need it most.

- **Helping An Estimated 500 Parents Every Year** – According to Minnesota Management and Budget (MMB), over 35,000 state employees would be eligible for paid parental leave under the Governor's proposal. MMB estimates 500 new parents would benefit from the proposal every year.
- **Saving Parents Nearly \$6,200, On Average** – According to Minnesota Management and Budget (MMB), forfeiting six weeks of pay would cost the average state employee (between ages 18 and 44) to lose almost \$6,200 of income, at a time when they need it most. By ensuring all state employees receive paid parental leave, these parents can continue earning that income while caring for their families.
- **Providing a Bridge to Child Care** – Many childcare providers do not allow a child to enter their programs until her or she is at least six weeks old. Providing new parents six weeks of paid leave would help provide working parents a bridge to quality childcare and ensure no family is forced to forgo their wages while waiting to enroll their child in a quality childcare program.
- **Treating All Parents the Same** – The Governor's proposal would provide the same amount of parental leave (six weeks) for all for state employees, regardless of whether they are mothers or fathers, biological or adoptive parents.
- **Ensuring Financial Stability for Hard-Working Families** – Six weeks of paid parental leave would ensure that no state employee would be forced to go without a paycheck in order to care for or bond with his or her newborn or newly-adopted child.
- **Better Health Outcomes for Families** – Studies have shown that paid parental leave policies, like the one proposed by Governor Dayton, produce better health outcomes for both parents and children, including increased birth weight and lower rates of infant mortality.

Better Family Policies Help Create a Better State Government

Providing state employees with paid parental leave will make state government work better for the people of Minnesota.

- **Better Employee Recruitment and Retention** – As the state's workforce ages, paid parental leave is a valuable recruitment tool for the state to attract and retain new and diverse employees. Mothers who receive paid parental leave are significantly more likely to return to work and continue their careers after the birth or adoption of a child.
- **Better Employee Morale** – Minnesota workers should not have to choose between their careers and their families. The State of Minnesota supports employees who have to balance the demands of their jobs with

their responsibilities as parents. By providing a work environment that values families, paid parental leave will improve employee morale and engagement in the workplace.

- **Leading by Example** – Governor Dayton’s proposal for six weeks of paid parental leave would make the state a workforce leader compared to other public, private, and nonprofit organizations providing paid parental leave.

More Minnesota Employers are Providing Paid Parental Leave

Many public employers in Minnesota are already offering paid parental leave for their employees, including Hennepin County, the cities of Minneapolis and St. Paul, the University of Minnesota, and Minnesota State Colleges and Universities (MnSCU). Governor Dayton’s proposal for six weeks of paid parental leave proves Minnesota is a leader in advancing workplace policies that support families and children. In addition, some of Minnesota’s largest employers provide employees with paid parental leave, including the Mayo Clinic, U.S. Bank, Target, Ecolab, and General Mills.

Employer	Paid Parental Leave Policy
City of Minneapolis	3 weeks
City of Saint Paul	4 weeks for birth mothers 2 weeks for all other birth or adoptive parents
City of Brooklyn Park	2 weeks
City of Falcon Heights	2 weeks
City of Saint Louis Park	21 days
Hennepin County	3 weeks
MnSCU	6 weeks
University of Minnesota	2 to 6 weeks, depending on employee group

Working Together to Strengthen Minnesota Families

For the past six months, the Dayton Administration has convened a Parental Leave Working Group along with several organizations representing state employees, including Minnesota Management and Budget, the State’s Human Resources Directors, the Minnesota Association of Professional Employees (MAPE), the Middle Management Association, and AFSCME Minnesota. Based on the recommendations of this working group, Governor Dayton’s supplemental budget proposal will include six weeks of paid parental leave for all state employees following the birth or adoption of a child.