



A Resolution supporting Paid Family Leave

Committee: Women's Issues

Resolution: WMN-20-03

1. **WHEREAS**, the United States is one of only two nations that do not offer paid family
2. leave.
3. **WHEREAS**, The Federal Family and Medical Leave Act provides rights for unpaid
4. leave and some employees are allowed access to paid leave in states that provide public
5. programs to support workers.
6. **WHEREAS**, African American workers are less likely than their white counterparts to
7. have access to paid leave.
8. **WHEREAS**, The Families First Coronavirus Response Act requires certain employers to
9. provide employees with paid sick leave or expanded family and medical leave for reasons
10. related to COVID-19
11. **WHEREAS**, The Families First Coronavirus Response Act includes paid emergency
12. leave with two weeks of paid sick leave and up to three months of paid family and
13. medical leave for most workers; enhanced unemployment insurance, which will extend
14. protections to furloughed workers.
15. **WHEREAS**, African Americans tend to have more chronic health conditions and also
16. have them at younger ages than their white counterparts.
17. **WHEREAS**, Households of color are more likely than white to be multi-generational
18. which would include more responsibilities such as taking care of family members.

19. **WHEREAS**, Only 43% of black workers report having access to any paid and partially
20. paid parental leave compared to 50% of white workers.

21. **WHEREAS**, The National Partnership for Women and Families took a study that
22. concluded that more than eight in 10 voters — including 79 percent of white voters, 88
23. percent of Black voters and 89 percent of Latino voters — want lawmakers to prioritize a
24. national paid family and medical leave policy that would allow working people paid
25. leave to care for an ill or elderly family member, a new child or their own serious health
26. issue.

27. **WHEREAS**, African Americans are more likely to be concentrated in low-wage and
28. low-quality jobs that offer fewer protections and workplace benefits such as fair
29. scheduling and employer based health insurance.

30. **WHEREAS**, A recent study also found that Black and Latino workers are more likely
31. than white workers to report that there was a time in the past two years when they needed
32. to take leave for family or medical reasons but could not, most likely because they could
33. not afford to go without pay.

34. **WHEREAS**, Black women face higher maternal mortality and complications from
35. pregnancy than white women. Paid maternal leave for all workers would improve child
36. and maternal health outcomes by allowing full time to heal from childbirth and reducing
37. the likelihood of severe depressive symptoms in new mothers.

38. **THEREFORE, BE IT RESOLVED** that NOBEL Women encourages paid family
39. medical leave to be enacted at a federal level and argue for it to be extended beyond
40. federal employees.

41. **THEREFORE, BE IT RESOLVED** that NOBEL Women support statewide support for

42. programs that will assist small businesses and non-profit organizations with paid family
43. medical leave.
44. **THEREFORE, BE IT FINALLY RESOLVED** that NOBEL Women supports
45. statewide programs to assist new mothers with having the proper amount of maternal
46. leave to fully recover from childbirth.

Introduced by the Honorable Renana Moran

Minnesota Legislature