

February 6, 2023

Representative Michael Nelson, Chair
House Labor and Industry Finance and Policy
585 State Office Building
Saint Paul, MN 55155

Dear Representative Nelson and Committee Members:

The Minnesota Inter-County Association (MICA) appreciates the values and policy objectives reflected in HF2, providing universal paid family, bonding, medical and exigency leave benefits.

As employers, county governments greatly value employee well-being and have long provided paid leave that is comparable to or better than other employers. These leave policies typically allow employees to carry-forward significant amounts of unused paid leave that can be accessed in future years should serious health or medical circumstances arise for the employee or a family member. Additionally, as administrators of public programs, we recognize the many social benefits associated with universal access to paid leave.

As HF 2 moves forward, we request several adjustments be made that we believe will more appropriately align the new program with existing leave benefits. Specifically, we request that:

- Article 1, section 19 of HF2-3rd Engrossment (premiums-employee chargeback) be clarified to specify that the premium is allocated 50 percent to the employer and 50 percent to the employee.
- Public employers be allowed to coordinate or substitute use of accrued paid leave balances with the new benefits to be provided under the new state Paid Family and Medical Leave program.

We also appreciate Representative Richardson for her continued work and leadership on HF2 over multiple years, and welcome work the author and committee to address these issues.

Sincerely,



Matt Massman, Executive Director
Minnesota Inter-County Association

Cc. Representative Ruth Richardson