



To whom it may concern,

I would first like to state that I have been very supportive of the legislature and the items passed in the last year. It has felt as if, on many issues, childcare finally has a true partner in the current legislature and Governor's office.

Many of last year's items will make childcare, teachers and caregivers, and the parents we serve better off.

Unfortunately, I do not believe this will be the case for HR3456.

As an employer, we are already tasked with a near impossible task as we bring quality licensed care to families who desperately need it. It is nearly impossible to keep centers staffed and has been for many years now. This bill will increase this problem, driving up costs further, which will only hurt access to care and the families we serve.

At present, we do not prohibit a family (client) from hiring one of our staff. However, we do expect to be compensated from a client who takes that teacher away from all of the other children in the classroom (For the benefit of one child, care is interrupted for every other child).

We lose all of our investment in recruiting, interviewing, background checks, training, retention, payroll taxes, precious time of our management team, and many other costs that go into running a good, license following childcare center. One client, free from all the financial constraints above, could hire this person having spent no money. This bill places childcare centers on such an uncompetitive footing, they can in no way compete. The business loses for sure, but so do all of the other children in the classroom – and the working families who depend on us lose too!

We should be able to charge a fee to a family who with no regard for other families and their children, and no regard for all our expenses, uses us as a recruiter and trainer. It is a matter of fairness and an equal playing field.

I hope you reconsider this bill entirely but if not entirely, please amend to allow for employers to recoup their expenses in recruiting and training the employee and in recruiting and training the replacements as well as the time lost by administration in onboarding and training.

Thank you for your time,
Aaron Amic

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