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March 25, 2026

Co-Chair Dave Baker
Co-Chair Dave Pinto
House Workforce, Labor, and Economic Development Committee
Minnesota State Capitol
St. Paul, MN 55155

RE: Support for HF 4569 - Modifying the definition of seasonal employee under Paid Leave law

Dear Co-Chair Baker, Co-Chair Pinto, and Members of the Committee:

On behalf of the Minnesota State Council for the Society of Human Resource Management (MNSHRM), we write to express our support for the proposed changes in HF 4569 to the definition of "seasonal employee" within Minnesota's Paid Leave program. The proposed legislation offers important technical and practical adjustments that align the program with the operational realities of Minnesota's economy.

Human resources professionals across the state are in the trenches as employers implement Minnesota's Paid Leave law. But the program's existing parameters do not adequately reflect the duration of seasonal employment. By extending the maximum duration for seasonal employment from 150 to 180 days, this bill acknowledges the actual length of many seasonal operations like ski resorts, which in Minnesota may require workers six months a year. This is critically important in light of the program's job protection provisions, which would require employers to hold open a position for a worker who takes leave – even if the seasonal position is no longer needed when the worker returns.

Additionally, removing the requirement that the employee work in the hospitality industry expands this needed carveout to more employers who rely on short-term labor, such as in the agricultural or landscaping industries or small retailers across Minnesota. For these small-scale employers, the administrative burdens and the requirement to provide long-term protected leave for roles that are inherently temporary creates uncertainty and overhead costs.

Supporting this modification helps ensure that the Paid Leave program better fits the needs of the many employers who must comply with it. We appreciate the committee's attention to these practical measures to improve the program's implementation and structure, and we urge your support for this legislation. Thank you, Representative Bakeberg, for bringing this legislation forward and we thank the committee for consideration of HF 4569.

Sincerely,

A handwritten signature in black ink, appearing to read "Justin L. Tech".

Justin L. Tech
State Director
Minnesota State Council of SHRM



March 25, 2026

RE: HF 4569 (Bakeberg) - Definition of "seasonal employee" under the Minnesota Paid Leave Law modified

Chair Baker, Chair Pinto, and Members of the Committee:

On behalf of Minnesota Retailers, thank you for the opportunity to share our support for HF 4569. We also want to thank Representative Bakeberg for his leadership in bringing this forward.

This bill makes an important and practical update to Minnesota's Paid Family and Medical Leave law by expanding the definition of a "seasonal employee." Under current law, that definition is largely limited to hospitality workers. HF 4569 thoughtfully extends a similar framework to other industries, including retail, and adjusts the timeframe for seasonal employment.

Retail has a seasonal element. Whether it's the holiday shopping season, summer tourism, or community-based cycles across the state, retailers rely on seasonal employees to meet customer demand and keep stores operating efficiently. HF 4569 recognizes that reality and brings consistency across industries.

Equally important, this bill supports workforce opportunity. Seasonal retail jobs are often an entry point into the workforce for young people, a way for students to gain experience, and a flexible option for senior Minnesotans looking to supplement their income. Many individuals actively seek out these roles because they align with their schedules and personal goals. By clarifying how seasonal employees are treated under the paid leave law, HF 4569 helps preserve and expand access to these opportunities.

Without this change, retailers face uncertainty and added complexity in workforce planning, which can ultimately limit hiring during peak periods. This bill provides clarity, aligns policy with real-world employment patterns, and supports both employers and workers.

HF 4569 is a practical, balanced update that recognizes the importance of seasonal work across Minnesota's economy.

Sincerely,

A handwritten signature in black ink, appearing to read "Bruce Nustad", written over a white background.

Bruce Nustad
president
bruce@mnretail.org



Dear Chair Baker and Members of the Committee,

My name is Bolan Bigelow, and I am submitting this testimony on behalf of the Minnesota Ski Areas Association (MnSAA), which represents the alpine skiing and snowboarding industry in the State of Minnesota. MnSAA advocates for policies that promote and support tourism, outdoor recreation, and environmental stewardship across our great state.

On behalf of the Minnesota Ski Areas Association (MnSAA) and our member ski areas across the state of Minnesota, I am writing to express our strong support for HF 4569 and the updated definition of seasonal business included in this legislation.

Minnesota's ski areas are the very definition of a seasonal business. We operate during a specific window of time each winter, and like many seasonal industries, we face unique workforce challenges that don't always fit neatly into the traditional employment framework. The updated definition of seasonal business included in HF 4569 is a commonsense step in the right direction, and one that our industry has needed for quite some time.

Ski areas across Minnesota employ thousands of workers each season — from ski instructors and lift operators to snowmakers, and food and beverage teams. These are good jobs that support local economies, particularly in Greater Minnesota communities that rely heavily on winter tourism as an economic driver. Having a clear and updated definition of what constitutes a seasonal business will help our member areas better navigate workforce and employment policies in a way that reflects the reality of how we operate.

We believe HF 4569 strikes the right balance and we are encouraged to see this issue being addressed at the legislative level. We urge the committee to move this legislation forward and we stand ready to answer any questions or provide additional information should it be helpful to the committee's work.

Thank you for your time and for your commitment to supporting Minnesota's workforce and business community. We are grateful for the opportunity to weigh in and look forward to continuing to work with the Legislature on issues that matter to our industry and the communities we serve.

Respectfully,

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Bolan Bigelow", written over a horizontal line.

Bolan Bigelow
Executive Director

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