



February 12, 2025

Dear Chair Baker and members of the House Workforce, Labor and Economic Development Finance & Policy Committee:

We are writing on behalf of the League of Minnesota Cities, Association of Minnesota Counties, Minnesota Association of Townships, Minnesota Inter-County Association, and Minnesota School Boards Association, representing a broad collection of public employers across the state, regarding HF11 (Baker) Minnesota Paid Leave Law implementation delayed by one year.

As public employers, we have appreciated the opportunity this year to provide extended feedback and perspective on the impacts of the Minnesota Paid Leave program to local government operations. Public employers share the goal of being seen as employers of choice and have made consistent efforts over the years to offer generous leave benefit packages in order to recruit and retain qualified employees. Since the enactment of Minnesota Paid Leave and Earned Sick and Safe Time in 2023, cities, counties, townships and school boards have been encountering a number of challenges with navigating a complicated network of leave mandates that differ from leave benefits that had previously been offered to, or collectively bargained with, public employees. We hope that the 2025 session will afford the opportunity to have a deeper discussion on the nuances of these laws have on public employers and ultimately the costs and potential impacts to taxpayers, clients, and residents.

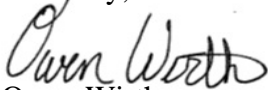
In the spirit of bringing reasonable concerns forward, we offer the following items as proposed changes for consideration this year to the Minnesota Paid Leave program. While the below list does not represent a summary of all changes sought to the Minnesota Paid Leave program by each organization representing public employers, it does represent a collectively agreed upon set of changes sought by the undersigned organizations. We look forward to continued conversations and stand ready to work with members of the Legislature to work collaboratively towards these goals.

Public Employer Requests:

1. **50/50 premium split:** Minnesota Paid Leave currently requires the employer to pay a minimum of 50 percent of the premium for the program, with the remainder to be covered by the employee, employer, or a combination of the two. Lack of clarity on the premium split has created confusion among public employers as to whether this is a mandatory subject of bargaining or an inherent managerial right, resulting in different interpretations of the law throughout the collective bargaining process. This has potential to cost taxpayers double by requiring public employers to potentially pay 100 percent of the premium.

2. **Potential to stack pregnancy and parenting leave:** Clarity is needed to determine whether Minnesota Paid leave benefits for pregnancy and parenting leave count towards the 12-week WESA Minnesota Pregnancy and Parenting Leave leading to the ability to stack Minnesota Paid Leave benefits plus unpaid WESA pregnancy and parenting leave benefits. As a result, the legislature should amend Minn. Stat. 181.943(a)(2) so it is clear any leave taken for the same purpose by the employee under Minnesota Paid Leave law reduces the length of leave available under section 181.941.
3. **Treatment of elected officials:** Minnesota Paid Leave statute should be amended to make clear that elected officials are excluded from the premium and benefits of Paid Leave.
4. **Treatment of election judges/seasonal employment:** Minnesota Paid Leave eligibility should be amended to mirror the ESST requirement to work at least 80 hours to qualify. For example, counties, cities and townships will be collecting paid leave premiums for election workers who may be only working one day.

Sincerely,



Owen Wirth

League of Minnesota Cities



Graham Berg-Moberg

Minnesota Association of Townships



Nathan Jesson

Minnesota Inter-County Association



Kim Lewis

Minnesota School Boards Association



Matt Hilgart

Association of Minnesota Counties