

To Whom It May Concern:

I am writing to express my strong opposition to MN bill HF3456, which proposes to prevent child care providers from restricting, restraining, or prohibiting customers from soliciting or hiring their employees. As a dedicated member of the child care community, I believe this bill poses significant threats to the stability and integrity of child care programs across our state.

One of the most concerning aspects of this bill is its potential impact on the ability of child care providers to protect their workforce and maintain operational stability. Many providers have implemented family policies to safeguard against the loss incurred when a family hires away one of our valued employees to work as their nanny. This is not about restricting the career choices of our educators; rather, it is about protecting our programs and ensuring fair compensation for the investment we have made in their growth and development.

Child care employers are already struggling with a shortage of qualified workforce, and finding quality educators is becoming increasingly difficult. We have been forced to adapt by investing significant time, money, and resources into training and developing our employees from the ground up. Allowing parents to solicit our top talent directly undermines our efforts and threatens the stability of our programs.

Passing this bill would not only jeopardize the sustainability of child care businesses but also devalue the hard work and dedication of our early childhood educators. It sends the message that their skills and contributions are expendable and undermines the trust and mutual respect that is crucial for a thriving child care community.

In conclusion, I urge you to reconsider the implications of MN bill HF3456 and oppose its passage. Instead, we should focus on measures that support and protect our early childhood educator workforce, ensuring that they are valued, respected, and fairly compensated for their vital role in shaping the future of our children.

Thank you for considering my concerns.

Sincerely,

Teresa Bahr, Owner/Director  
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