



March 17, 2026

Chair Baker and members of the House Workforce and Labor committee:

As the state's labor federation representing public sector, private sector, and building trades unions across the state, we are writing to express our opposition to HF3597.

Every person experiences major life events. Minnesota's Paid Leave law is a minimum standard that sets a floor for all employees, regardless of the type of employer they work for, so they can take the time they need to bond with a new child, recover from a broken arm, or care for a dying parent.

HF 3597 would exempt certain owners of S corporations from Minnesota Paid Leave by excluding corporate officers who own 25 percent or more of the business from the definition of "employee" and "covered employment." This carveout undermines the universality and stability of the state's paid leave system.

Minnesota's paid leave program was designed to ensure broad participation so that everyone contributes and everyone benefits. Excluding a subset of workers risks eroding that shared responsibility and shifting costs onto other workers and employers.

Additionally, HF 3597 creates inequities between workers performing similar labor but treated differently based solely on business structure and ownership stake. No worker—regardless of how their employer is organized—should be excluded from the protections and security that paid leave provides.

For these reasons, the Minnesota AFL-CIO strongly urges you to reject HF 3597 and protect the integrity of Minnesota's paid leave program.

Best regards,

A handwritten signature in black ink that reads "Melissa Hysing". The signature is written in a cursive, flowing style.

Melissa Hysing  
Legislative Director

