



3100 Humboldt Ave S
Minneapolis, MN 55408

Electrical Association
3100 Humboldt Ave S
Minneapolis, MN 55408

March 24, 2026

Support for HF 2113

Dear Members of the Labor Committee,

Thank you for the opportunity to express our opinions regarding HF2113

The Electrical Association is a trade organization of over 250 electrical contractors located throughout the state of Minnesota. Over 90 percent of our members have under 50 employees. We provide support to these small businesses by offering education, effective advocacy, business supports and a supportive community.

Electrical contractors are uniquely positioned among the licensed trades to be harmfully affected by regulations under PFMLA and licensing requirements. Apprentices must be supervised by licensed electricians of the same W2 employer. This means that when a licensed electrician goes out on medical leave, the apprentices may need to be laid off until the licensed electrician returns.

Forced layoffs put a contractor's training investment at risk, render individuals learning the trade jobless, and potentially leave a contractor at 50% staff. Projects are delayed, late penalties may be assessed, and customers are unhappy. 75% of our members have 7 electricians or less, so this is the norm not an outlier.

I thank Representative Robbins and the rest of the coauthors for this bill. It will provide my member contractors some relief from the disruption PFMLA has caused to the electrical workforce. While our more surgical bill HF 4330 stalled, this will provide the relief the industry needs.

Best regards,

A handwritten signature in black ink, appearing to read "Michelle Dreier".

Michelle Dreier
Director of Membership & Government Affairs
Electrical Association

Empowering Contractors

March 23, 2026



The Honorable Dave Baker, Co-Chair
House Workforce Committee

The Honorable Dave Pinto, Co-Chair
House Workforce Committee

RE: Support HF2113

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

On behalf of Greater Mankato Growth (GMG), the chamber of commerce and economic development organization serving the Greater Mankato region, I write in strong support of HF 2113, which would exempt employers with 50 or fewer employees from the requirement to provide Paid Family and Medical Leave under Minnesota law.

Greater Mankato Growth represents hundreds of employers across south-central Minnesota, most of which are small businesses that serve as the backbone of our regional economy. These employers support local jobs, invest in their communities, and provide essential goods and services. While GMG recognizes the importance of family and medical leave benefits for employees, we are deeply concerned about the **operational, administrative, and financial burden** the current Paid Family and Medical Leave program places on small employers.

HF 2113 takes a measured and responsible approach by recognizing the fundamental differences between large employers and small businesses. The bill would exclude employment by employers with 50 or fewer employees from the definition of covered employment, while still allowing those employers to **opt in voluntarily** should they choose to offer the benefit. This flexibility is critical for small businesses that often operate with limited margins, smaller HR capacity, and fewer options to absorb compliance costs or backfill positions during employee leave.

Small businesses in Greater Mankato consistently tell us that workforce attraction and retention are already challenging due to labor shortages, rising costs, and increasing regulatory complexity. HF 2113 preserves the intent of Minnesota's Paid Family and Medical Leave program while ensuring that it does not disproportionately impact small employers who lack the scale and resources of larger organizations. By setting a clear exemption threshold and maintaining an opt-in pathway, the legislation balances employee support with economic reality and regional competitiveness.

For these reasons, Greater Mankato Growth respectfully urges your support for HF 2113. We appreciate the Legislature's continued willingness to engage with the business community and to pursue pragmatic solutions that support both workers and employers across Minnesota.

Thank you for your consideration. Please feel free to contact us if you have questions or would like additional perspective from employers in the Greater Mankato region.

Respectfully,

A handwritten signature in blue ink, appearing to read 'Andy Wilke'.

Andy Wilke
Executive Vice President



5 North 3rd Avenue West
Suite 201
Duluth, MN 55802
www.mnshrm.com

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: HF 2113 - Small employers exempted from requirement to provide paid leave

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 respectfully ask for your support for HF 2113, authored by Representative Kristin Robbins. As drafted, the legislation would exempt employers with 50 or fewer employees from Minnesota's new Paid Family & Medical Leave program.

As you know, Minnesota's paid leave program went live on January 1, 2026. The goals of the state's paid leave program are worthy. But in the several months since the program's launch in January, Minnesota employers, particularly small employers, are already facing significant operational challenges.

MNSHRM's human resources professionals are on the front lines of implementing this program, and we see firsthand the operational hurdles that small businesses face. Most employers with fewer than 50 employees lack dedicated HR staff, making the complexity of managing leave, identifying and scheduling temporary replacements, and processing claims a massive administrative undertaking.

In a small workplace, the absence of even one employee can create a significant capacity gap that is difficult to fill without the talent depth of a large corporation. Without the ability to easily redistribute employee workloads, organizations must increase the output of remaining staff and risk delays for customers. Small businesses often operate on thin margins and face high costs for recruiting and training temporary replacement labor in an already-tight market. In rural communities, finding a skilled temporary replacement may be impossible.

We understand the author seeks to amend the bill, changing the threshold for the exemption from 50 or fewer employees to 15 or fewer employees. While we support the higher threshold for exemption, we understand the challenges of the legislative process and recognize the need to compromise. A 15-employee threshold offers much-needed relief to thousands of Minnesota small employers.

By exempting small employers, HF 2113 provides a necessary safeguard for the entrepreneurs who serve as the backbone of Minnesota's economy. We urge the Committee to support this common-sense exemption to ensure our state's smallest employers can continue to grow and thrive. Thank you Representative Robbins for bringing HF 2113 forward and we appreciate your consideration.

Sincerely,

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

Justin L. Tech
State Director
Minnesota State Council of SHRM

March 23, 2026

Re: Opposition to HF2113, HF4414 & HF4569

Dear Chair Baker, Chair Pinto and Members of the House Workforce Committee:

This letter is submitted on behalf of the undersigned organizations.

No matter what corner of the state we live in or what we look like, all Minnesotans deserve to take paid time to care for themselves or loved ones during major life events. That is why we are writing in opposition to the bills that would carve out small businesses from Paid Leave, would drastically widen the exemption for “seasonal” employees, and would exempt public officials.

HF2113 would exempt small businesses with 15 or fewer employees. According to BLS data that would mean approximately 450,000 Minnesotans, or nearly 20% of the workforce, would lose access to Paid Leave. Allowing these businesses to opt in to the program would leave workers vulnerable to the whims of their employers. Access to paid leave should not depend on the good will of employers. It would also undermine the program by severely shrinking the pool, increasing costs for everyone else.

In addition, it would add incredible administrative complexity for the agency in determining which employers should be covered in any given year. Many small businesses fluctuate in employment levels. If enacted, this bill would create perverse incentives for businesses to minimize hiring or reduce workforce to avoid participation in the program.

HF4569 would widen the definition of “seasonal” to 180 days. While the old joke has it that Minnesota suffers only two seasons, Winter and Road Construction, the reality is that Minnesota truly does enjoy four distinct seasons. Stretching the definition of the word “seasonal” to half of the year renders it nearly meaningless. This, combined with the vast expansion of this narrow exception to apply to all industries and sectors would mean hundreds of thousands of hard working people would lose access to paid leave.

HF4144 would exempt elected officials. Public servants are people too, and life events such as welcoming a new child or dealing with a serious illness or injury happen to them as much as to anyone. Whether a local city council member, county commissioner, state legislator or judge, our public servants deserve the same access to paid leave as everyone else. By exempting public officials, legislators would send the wrong message to Minnesotans.

Few programs or policies in Minnesota have been as thoroughly studied, planned, researched, vetted, debated, discussed, deliberated and voted on as Paid Family and Medical Leave over the past 12 years. The program has been fully launched for just

under three months. The launch and implementation of the program appears to be very successful, despite the histrionic cries of those who have opposed the program on ideological grounds from the very beginning. The success of social insurance programs like Paid Leave depends on keeping the pool of participants broad and the costs low. Now is not the time to begin excluding enormous swaths of our neighbors from Paid Leave.

We respectfully urge you to oppose these bills.

AARP Minnesota

AFSCME Council 5

AFSCME Council 65

Children's Defense Fund Minnesota

Education Minnesota

Faith in Minnesota

Family Values at Work

Gender Justice

Health Access Minnesota

ISAIAH

Legal Services Advocacy Project

MAPE

Minnesota AFL-CIO

Minnesota Council of Nonprofits

Minnesota Nurses Association

SEIU Healthcare Minnesota & Iowa

SEIU Minnesota State Council

Women's Foundation of Minnesota

Chair Baker and Members of the Committee,

My name is Kelly Martinson. I am the owner of a small business.

I am writing in opposition to HF2113, which would exempt my business from Minnesota's Paid Family Leave Program.

I am grateful every day that this program exists and am more than happy to pay the already reduced rate for small businesses to be a part of the program. Not only do small businesses pay reduced rates, but we also have access to grants to help cover costs when an employee has taken leave and we need to cover their workload. Looking at how to ensure small businesses are not negatively impacted is already part of the program.

This bill would remove 450,000 workers from the program. That's 20% of those enrolled in Paid Family Leave. While that change may save a few small business owners a tiny fraction of money in the short term, it will cost them so much more in the long term when they lose employees who are forced to take unpaid leave. I hear repeatedly in my work that the cost of hiring new employees far outweighs the cost of keeping employees.

If I were to get sick or need to take time off to care for my loved ones who are ill, I would struggle to pay my bills. If I cannot pay my bills, I would be forced to close my business. But thankfully the Paid Leave program would ensure that I could pay my bills and my business could remain operational, even if at a lower volume than before. Paid Leave helps keep small businesses open.

There are few to no options for Paid Leave policies for small businesses. This is by far the most accessible and affordable plan out there - precisely because so many Minnesotans are covered. It is basic math that by spreading the cost out to more of us, we each pay less. It is difficult to see a world in which the underlying goal of this bill is not to make the Paid Leave program unworkable by removing a significant number of people from the pool.

I urge you not to pass this bill and instead to focus on keeping the Paid Leave program strong so that as many Minnesotans as possible can benefit.