



February 11, 2025

The Honorable Dave Baker  
Minnesota House of Representatives  
Centennial Office Building, 2<sup>nd</sup> Floor  
St. Paul, MN 55155

The Honorable Dave Pinto  
Minnesota House of Representatives  
Centennial Office Building, 5<sup>th</sup> Floor  
St. Paul, MN 55155

**RE: Support HF 11**

Chair Baker and Lead Pinto,

On behalf of Greater Mankato Growth, the chamber of commerce and economic development organization representing more than 900 members in the greater Mankato region, I write to share our support for HF 11 to delay the implementation of the Paid Family and Medical Leave law.

The Paid Family Leave Law, as passed, has created significant uncertainty for all employers, large and small. In addition to the added costs and administrative burden, the law does not align with well-established programs such as Family Medical Leave and Unemployment Insurance. Further, the law is so restrictive that market-based solutions are virtually impossible.

Perhaps most importantly, concern for small businesses has not been adequately considered and accounted for in the program design. These small businesses, who employ nearly HALF of the Minnesota workforce, are most at risk with this new program. While many small business owners may be sympathetic to the goals of the program, it will be economically nonviable for too many.

The mission of Greater Mankato Growth (GMG) is to support and promote the economic growth and vitality of our members and the regional marketplace. We are blessed in Greater Mankato to have hundreds of world-class employers who are dedicated to recruiting and retaining workers in the most challenging labor market in a generation. These employers are meeting the moment – increasing wages, adding benefits, and flexible work policies. It's their customized benefit strategies have already been impacted in preparation for this new program.

We urge you to support HF 11.

Respectfully,

Andy Wilke  
Executive Vice President