



February 10, 2021

Members of the House Labor, Industry, Veterans & Military Affairs Finance & Policy Committee:

On behalf of the 835 member cities of the League of Minnesota Cities, we submit the following legislative policy as adopted by our members and board of directors regarding today's discussion of HF7. We look forward to working with the author as the bill continues to move through the committee process.

### **Earned Sick and Safe Time**

**Issue:** In recent years, there have been legislative proposals to require employers to provide “earned sick and safe time” affording employees one hour of sick and safe time for every 30 hours worked. Cities recognize their employees for their dedication to public service and currently provide a wide variety of excellent benefits to their employees and prioritize the health and well-being of staff. Benefits include paid time off for most staff who are required to be enrolled in the Public Employee Retirement Association (PERA) (Minn. Stat. § 353.01, subs. 2a, 2b). In developing leave and benefit policies, cities must be mindful of the cost to citizens for programs, much of which are driven by staff compensation and benefits.

**Response:** To avoid significant cost increases and to provide clarity, the Legislature should use the same eligibility requirements for public employees outlined in state statute for PERA participation if a mandatory sick and sick and safe time program is enacted by the Legislature.

Thank you and please do not hesitate to contact me with any questions or concerns.

A handwritten signature in cursive script that reads 'Ann Lindstrom'.

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