



THE CHAMBER
FARGO MOORHEAD WEST FARGO

Tuesday, March 24, 2026

Co-Chair Baker and Co-Chair Pinto,

My name is Cale Dunwoody, and I have the pleasure of serving as vice president of public policy for the Fargo Moorhead West Fargo Chamber of Commerce. On behalf of our more than 1,600 members, I respectfully submit this letter in support of House File 2113, relating to small employer exemptions from Minnesota's Paid Family and Medical Leave (PFML) program.

As a bi-state chamber of commerce representing businesses operating in both Minnesota and North Dakota, we see firsthand how differences in policy environments influence business decisions. Minnesota's Paid Family and Medical Leave program is creating a competitive disadvantage for businesses across the state, particularly for small employers and those located in border communities like ours. In an increasingly competitive economy marked by rising costs and ongoing workforce shortages, businesses need meaningful relief to remain competitive and help move Minnesota's economy forward.

At the FMWF Chamber, more than 70% of our members are small businesses with 20 or fewer employees. These businesses are the backbone of our regional economy, often operating within narrow financial margins, small staffs and limited administrative capacity. As a result, statewide programs such as PFML place a disproportionate strain on these employers, who are less capable of absorbing the financial and administrative burdens associated with new business regulations. H.F. 2113 offers a thoughtful and balanced approach by recognizing the unique realities facing small businesses and providing necessary relief without eliminating the program entirely.

In border communities like ours, these impacts are not theoretical; they are real and immediate. Businesses have shared directly with us that they intend to relocate or expand outside Minnesota in search of more competitive environments such as nearby Fargo and West Fargo because of PFML. This shift represents more than just business movement; it results in the loss of jobs, property tax base, income tax revenue and long-term economic vitality in our communities.

We urge your support of H.F. 2113 and other pragmatic reforms to the Paid Family and Medical Leave program that address the concerns of businesses and strengthen Minnesota's overall business climate.

Thank you for your time and consideration.

Sincerely,

Cale Dunwoody
Vice President of Public Policy
Fargo Moorhead West Fargo Chamber of Commerce