

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