



May 1, 2025

**Re: HF2440 (Pinto) Omnibus Workforce, Labor and Economic Development Bill**

Dear Chair Stephenson, Chair Torkelson and Members of the Ways and Means Committee,

On behalf of the League of Minnesota Cities, Association of Minnesota Counties, Minnesota Association of Townships, Minnesota Inter-County Association, and Minnesota School Boards Association, thank you for the opportunity to provide feedback on HF2440, the Omnibus Workforce, Labor and Economic Development bill.

Throughout this legislative session, the House Workforce, Labor and Economic Development Committee has had numerous meaningful conversations on the new Earned Sick and Safe Time and Minnesota Paid Leave programs and their impacts on both employees and employers throughout the state. We have appreciated the opportunity to provide public employer perspectives on both of these significant laws in the hopes of forwarding reasonable changes that reflect logistical, administrative, and cost concerns of local governments, and that have bipartisan support. While those changes are not reflected in this current bill, we are hopeful these conversations will continue throughout session and are eager to be of assistance.

We reiterate the following positions that cities and counties would like to see the Minnesota Paid Leave program administratively improved by:

- Clarifying that the premium payment between the employer and employee be a clearly defined split as fifty percent paid by the employer and 50 percent paid by the employee.
- Clarifying that Minnesota Paid Leave may not be used consecutively with other state leave programs, such as the Pregnancy and Parental Leave.
- Exempting elected officials from qualifying for the program.
- Implementing an exemption for certain short-term positions like election judges by requiring an employee to work at least 80 total hours to qualify for the program.

As it relates to Earned Sick and Safe time, we also encourage members to consider important and helpful changes made to statute by removing the “Effect on More Generous Sick Leave” section (Minn. Stat. §181.9448), eliminating the requirement on public employers to negotiate usage of ESST during a critical weather event, and expanding the definition of a seasonal employee.

Thank you, Chair Stephenson, Chair Torkelson, and committee members, for your consideration of the position of public employers as it relates to changes to these important state leave mandates.

Sincerely,



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