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February 14, 2022

HF 2062

Dear Members of the House Labor, Industry, Veterans & Military Affairs Committee,

The National Federation of Independent Businesses (NFIB) is the largest small business organization in Minnesota, with over 10,000 members in every corner of the state. Over 75% of our members have fewer than 10 employees and our mission is to advocate for Main Street businesses.

Our members appreciate the commonsense changes in House File 2062. These updates provide greater flexibility for small businesses who are required to comply with the notice requirement in Minnesota Statutes Sec. 181.032. Making it easier for small businesses to comply benefits both employers and employees. Providing a warning upon first violation avoids unnecessarily harsh punishment for good faith mistakes or genuine confusion about compliance.

Moreover, NFIB Minnesota supports the amendment to Minnesota Statutes Sec. 181.101 that re-establishes a penalty not to exceed the equivalent of 15 days of an employee's average daily earnings when a wage payment issue arises. This version of the penalty strikes a balance between punishing bad actors and providing leniency for small employers who make good faith errors.

Thank you for your consideration of this legislation and support for small businesses.

Sincerely,

A handwritten signature in black ink, appearing to read 'John L. Reynolds'.

John L. Reynolds
Minnesota State Director
National Federal of Independent Businesses
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