



MINNESOTA GROCERS ASSOCIATION

1360 Energy Park Drive, Suite #110 • St. Paul, MN 55108 • 651-228-0973 • 1-800-966-8352 • www.mnngrocers.com

February 22, 2024

Chair Nelson, Minority Lead McDonald, and members of the Labor and Industry Finance and Policy Committee,

The Minnesota Grocers Association thanks you for the opportunity to highlight a few of the proposed changes to the new Earned Sick and Safe Time (ESST) requirements found in HF3882.

The Minnesota Grocers Association is the only state trade association representing the food industry of Minnesota. Minnesota has a unique culture of hundreds of hometown grocers and convenience stores, many of whom are independent, multi-generational, and locally owned. We have over 300 members with over 1,300 locations statewide, which includes food producers, manufacturers, brokers, and wholesaler members. Our industry provides over 150,000 jobs in the state – both union and non-union. The retail food industry is the backbone of Minnesota's prosperity, providing 1 out of every 20 jobs in our state.

Since the passage of the ESST requirements during the last legislative session the MGA, on behalf of our entire membership, has been directly engaged with the Department of Labor and Industry to bring forward questions and concerns regarding the implementation of the ESST law. We are glad to see that several of those issues are being addressed in HF3882.

The MGA supports the streamlining of items that are required to be listed on each earning statement. It was our contention that the listing of hours earned/used in each pay period was not a one-size-fits-all proposition. Allowing for more flexibility, including electronic notification of ESST hours used or earned is appreciated. We also appreciate the clarification of "regular rate of pay" and the adjustment of "increments of pay" at which ESST hours can be used. A 15-minute increment of use is a positive adjustment.

We do have concerns with the new liquidated damages provision, the increased record retention requirements, the expansion of ESST uses, and the immediate effective date of these changes. We believe it would be sensible to allow employers time to update their employee handbooks, meet new requirements, and educate employees on these changes as many companies are still navigating the initial requirements.

We thank Representative Olson for addressing some of our concerns with the Earned Sick and Safe Time provisions with HF3882.

Sincerely,

Jamie L. Pfuhl
President