



MN House Ways and Means Committee

Committee Chair: Rep. Liz Olson (08A)

Vice Chair: Rep. Heather Edelson (50A)

Dear Legislators,

On behalf of Burnsville businesses, I am reaching out to express our concern about HF 2/SF 2 and HF 19/SF 34. We ask that you focus on approach that will “do no harm” in any legislation you support.

Most of the employers in Burnsville are small businesses (fewer than 50 employees) and they have creative benefits to address the specific needs of their employees. Establishing one-size-fits-all mandates as proposed will force employers to abandon the desired benefits they currently offer, increase costs significantly, create incredible disruptions to their business model and jeopardize their viability. The majority of Burnsville employers offer the benefits their employees need, and we are seeing wages and benefits rapidly expanding to meet additional needs.

Please consider that these bills include all employers, not just private businesses. This bill will impact:

- non-profits and their ability to serve their clients and critical community needs.
- local government agencies including cities, schools and counties, thus creating significant increase in local taxes and/or reduction in services.

If you believe there is still a gap in benefits that you need to address, we ask you to consider an approach that addresses the gap and reduces the extensive ripple effect of the current bills.

- Our preferred recommendation is a privately run, opt in system with incentives. (ie. <https://www.paidfamilymedicalleave.nh.gov/>)
- If not a private system we would ask that you support amendments that
 - Focus the programs on employees/employers that do not have benefits.
 - Ensure a scale that is more manageable by not exceeding federal FMLA parameters for
 - Total annual paid leave (12 weeks or less total)
 - Definition of family for family leave
 - Covered employers (exempt 50 employees or less)

We have heard a unified message from Burnsville businesses. The expansive scope of the legislation will be harmful to them, their employees and our community. Please see just a sampling of messages from local Burnsville businesses attached. I would welcome further conversation about how to achieve your goals without harming local businesses and non-profits who already offer benefits.

Thank you for your service and your consideration.

Jennifer Harmening

President, Burnsville Chamber of Commerce

Email: jennifer@burnsvillechamber.com



Burnsville Chamber Member Feedback to Legislators

Please vote no to **HF2 / SF2**, and **SF34 / HF19**. These bills do nothing but hurt the already existing challenges small and micro businesses face in our current economic and global situations. Small companies are faced with enough financial challenges, uncertainty, low talent pools for hiring, and many other struggles. Adding another tax and law is only going to bring about more closures of businesses that can't afford to lose the money, AND the employee for longer periods of time. I can tell you with 100% certainty that I wouldn't be able to pay an employee for 80 hours of sick leave, and have them gone for up to 24 consecutive weeks of paid time off, as well as find and pay someone to fill their position while they're gone. It's just not possible, financially, for a business my size. I'd be willing to discuss my thoughts, as a woman, and micro business owner of 8 years in Minnesota, should you have any questions, or want a more detailed discussion. Please feel free to reach out via email: budd.amber@gmail.com, text or call 734-883-9402. Thank you for your time and consideration. **Amber Budd Peterson, owner of Amber Budd Atelier.**

To whom it may concern, Passing these bills would destroy the economy in MN. Wages are at an all-time high and they are still not keeping up with inflation. At our business we increased pay for all employees 10 percent in 2022 to help offset inflation. If these mandates are passed we will be forced to reduce wages or increase prices which would further raise inflation or close our business. Government needs to be smaller not bigger and we already cannot fill all of the private sector job openings without the state hiring more staff. So please vote NO. **Doug Haas, owner of Crown Rental**

Superior Consulting Services is reaching out to our elected officials to consider the impact HF2/SF2 and SF34/HF19 would have on small businesses in Minnesota. We are a small business in Burnsville with 20 employees. In 2022 we celebrated our 25th anniversary and are proud to be an employer in the City of Burnsville and the State of MN for so many years. As a small business, we have faced many challenges. One of the largest, most consistent challenges is competing with large businesses and corporations on benefits and pay. We believe we have a competitive benefits package for a company our size and try to be as competitive as we can be with salary and pay. Benefits we offer to full-time employees include PTO, 8 paid holidays, health, dental, LTD and life insurance, 401(k) match (fully vested in the match from the initial deposit), training dollars and annual paid training time. During our 25 years in business we have found that the majority of our employees are able to carryover a sizeable balance of accrued PTO hours. In the past, when an employee has needed additional time off, we have been able to work with the employee one on one to find a solution that works for the employee and the company. It would be an incredible challenge for us to pay an employee for an additional 80 hours of sick leave and a potential of 24 weeks of paid leave during a calendar year without changing other benefits. As a consulting company our employees generate our revenue, if an individual is out on this type of paid leave we would need to hire another individual to continue the work for our client during this time period and this would likely create a financial hardship for the company. This would be especially true if more than one employee was out on leave at the same time. Instead of a "one-size fits all" mandate that could take an employee out for 44% of the year, we would prefer to have the ability for a customized package that supports small businesses instead of harming them. **Lisa Schmid, owner of Superior Consulting Services.**