



March 23, 2026

Re: HF4414 (Baker) Elected officials exempted from Minnesota Paid Leave Law

Dear Chair Baker, Chair Pinto, and Members of the Workforce, Labor and Economic Development Finance & Policy Committee:

On behalf of the League of Minnesota Cities (LMC), the Association of Minnesota Counties (AMC), and the Minnesota Inter-County Association (MICA), we write to express our collective support for HF4414 (Baker), a bill to remove elected officials as covered employment in the Minnesota Paid Leave program.

As representatives of city and county governments, our associations recognize that elected officials serve a unique role within our communities, one that does not fall into a standard employer-employee relationship. Many elected positions in communities across the state are occupied by individuals who hold other employment and would therefore qualify for Minnesota Paid Leave through their traditional employer. As such, exempting these positions from qualifying for Minnesota Paid Leave will clarify the implementation of the program at the local level while maintaining the intent of the leave benefit.

As non-traditional employees, elected officials and the constituencies they represent are responsible for providing fiscal resources for the insurance premium collected for participation in Minnesota Paid Leave, but access to and participation in the program from their position is not something that is widely understood as implementation of the program continues. A statutory exemption of these positions will provide modest relief to communities across the state and increase clarity for our human resource professionals.

Additionally, in 2024 the Legislature passed legislation removing elected officials from qualifying for Earned Sick and Safe Time. This change was supported by our organizations at the time, and following suit with a similar exemption to Minnesota Paid Leave will remove administrative complications and a fiscal impact while implementing the new program.

We are grateful to Chair Baker for bringing this legislation forward, and we urge the committee's support of HF4414.

Respectfully,

Owen Wirth
League of Minnesota Cities

Matt Hilgart
Association of Minnesota Counties

Nathan Jesson
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Association