



May 6, 2025

Dear Members of the Minnesota Senate:

As the Senate considers legislation modifying the sick and safe time mandate on the floor today (SF 2300, Sen. Seeberger), the Minnesota Chamber of Commerce, a statewide business organization representing over 6,300 business and over half a million employees throughout Minnesota, shares our disappointment that the bill has been amended from its original version which exempted businesses with 15 or fewer employees from this mandate. During national small business week, this is a missed opportunity.

The Chamber has shared on countless occasions that of the roughly 35 new workplace mandates placed on business in the past two years, the sick and safe time mandate has burdened our members the most. Policies that help employees shouldn't have to create an undue or uneven financial burden on employers. Small-and medium-sized businesses are disproportionately impacted, as they have less financial flexibility, less HR capacity or expertise, and instead could be focused on growth and investing in their workforce.

In recent focus group meetings held around the state, employers conveyed that the sick and safe time mandate is being misused by employees, causing legitimate operational challenges and cost impacts across the board. This is largely due to the fact that the mandate is so broad and the rules for requesting notice and documentation are so limited.

The changes proposed in SF 2300 will help to alleviate some of the burdens this law has created. We believe it is important that reasonable limits on the scope of and relief from the financial and operational impacts of this mandate are achieved this session and encourage members to advance SF2300. We look forward to ensuring that state-mandated paid leave policies work for employers and employees. It is not too late to achieve this goal.

We respectfully request a yes vote on the bill and thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "DL", is positioned below the word "Sincerely,".

Doug Loon
President and CEO