



March 11, 2025

The Honorable Dave Baker  
Minnesota House of Representatives  
Centennial Office Building, 2<sup>nd</sup> Floor  
St. Paul, MN 55155

The Honorable Dave Pinto  
Minnesota House of Representatives  
Centennial Office Building, 5<sup>th</sup> Floor  
St. Paul, MN 55155

**RE: Support HF 1976**

Chair Baker and Lead Pinto,

On behalf of Greater Mankato Growth, the chamber of commerce and economic development organization representing more than 900 members in the greater Mankato region, I write to share our support for HF 1976 that makes sensible modifications to the Paid Family and medical Leave law.

The Paid Family Leave Law, as passed, has created significant uncertainty for all employers, large and small. As passed, this program will be the most generous and expansive in the nation. Further, the law does not align with well-established programs such as Family Medical Leave and Unemployment Insurance. Nor does the law consider more generous benefits that some employees, particularly public employees, may already be receiving.

Perhaps most importantly, the impact for small businesses continues to be a major obstacle that has not been adequately considered and accounted for in the program design. These small businesses, who employ nearly HALF of the Minnesota workforce, are most at risk with this new program. While many small business owners may be sympathetic to the goals of the program, it will be economically nonviable for too many. Adjustments to the benefit amount, covered employees, family member definition, and maximum benefit length will provide necessary modifications for small businesses to adequately administer the program.

The mission of GMG is to support and promote the economic growth and vitality of our members and the regional marketplace. We are blessed in Greater Mankato to have hundreds of world-class employers who are dedicated to recruiting and retaining workers in the most challenging labor market in a generation. A customized benefit package that meets the needs of each unique workplace is an important workforce recruitment strategy for employers across the state.

We urge you to support HF 1976.

Respectfully,

A handwritten signature in blue ink, appearing to read 'Andy Wilke'.

Andy Wilke  
Executive Vice President