



March 11, 2025

Chair Dave Baker
House Workforce Labor and Economic Development Committee
Minnesota State Capitol
St Paul, MN 55155

Re: MNSHRM Support for House File 1325

Dear Chair Baker, DFL Pinto, and Members of the Committee:

On behalf of MNSHRM State Council, an affiliate of the Society for Human Resource management (SHRM) representing 6000 human resources professionals in Minnesota, we encourage you to support House File 1325, which makes reasonable modifications to Earned Sick and Safe Time.

MNSHRM supports the principles of leave programs and recognizes the importance of paid time off. In 2025, Minnesota implemented a statewide Earned Sick and Safe Time, impacting all employers and employees. The rollout resulted in unclear communication, confusion and mixed compliance amongst employers. House File 1325 provides opportunity for conversation, additional time for employers to ensure compliance without penalty and makes adjustments to the one-size fits all program.

This bill brings forward practical adjustments for employers including: prorating number of earned sick and safe time hours for immediate use based on the amount of days remaining in the employer's 12-month consecutive year or on an accrual basis, or, allowing the employer to impose a 90 day waiting period before earned sick and safe time is used. These are common practices related to paid time off and would be a welcome adjustment.

Additionally, requiring notice to the employer when need is foreseeable at least two hours prior provides for the opportunity to ensure teams are adequately staffed and burdens do not fall to other employees to cover the workload. Generally it is standard practice to give notice to ensure operations can continue smoothly, and foreseeable paid time off should be no different.

We thank Representative Schutlz for starting the conversation around Earned Sick and Safe time laws and encourage member to support House File 1325. We are happy to serve as a resource for any future discussions around Earned Sick and Safe Time.

Sincerely,

A handwritten signature in black ink, appearing to read "Justin L Terch". The signature is fluid and cursive, written over a white background.

Justin L Terch
State Director
Minnesota State Council of SHRM