



## Letter of Support – H.F. 1325

Wednesday, March 12, 2025

Chair Baker and members of the House Workforce, Labor, and Economic Development Committee,

My name is Cale Dunwoody, and I have the distinct pleasure of serving as the Vice President of Public Policy for the Fargo Moorhead West Fargo Chamber of Commerce (FMWF Chamber). On behalf of our over 1,700 members, I respectfully offer testimony in support of H.F. 1325.

At the FMWF Chamber, our mission is to protect and promote business, inspire individuals, cultivate communities, and influence action. Minnesota's businesses are facing economic hardship – not only are they experiencing severe workforce shortages, high input costs, and volatile markets, they are now being hamstrung by burdensome state regulations.

H.F. 1325 is a step in the right direction to ease the regulatory burdens placed on Minnesota's business community. While we support competitive benefit packages for employees throughout Minnesota, we believe these decisions are best made by individual businesses. This one-size-fits-all approach does not account for the varying needs of employees and employer; not recognizing the tailored benefit packages that companies strive to assemble to stay competitive. This proposed mandate places Minnesota businesses at a likely disadvantage in the tight labor market, especially the smaller and border community businesses.

We commend the members of this Legislature for examining these restrictive laws and proposing pragmatic adjustments to current and upcoming regulations, easing the burdens placed on the business community. In the Moorhead-Fargo region, we function as a single economic region, with business regularly conducted on both sides of the river. In communities like ours, it is essential to maintain a comparable business environment to prevent businesses from relocating to more favorable locations.

We, The Chamber, urge the committee to consider adopting the pragmatic and effective changes outlined in H.F. 1325 to Minnesota's Earned Sick and Safe Time law. Thank you for your consideration on this critical matter and your support for Minnesota's business community.

Sincerely,

A handwritten signature in black ink, appearing to read "Cale Dunwoody", written over a white background.

Cale Dunwoody  
Vice President of Public Policy  
Fargo Moorhead West Fargo Chamber of Commerce