NFIB

180 5th St. E. Ste. 260
St. Paul, MN 55101

651-293-1283
NFIB.com/MN
Twitter: @NFIB_MN

March 21, 2022

Senate File 1780 (Nelson)

The National Federation of Independent Business (NFIB) is the largest small business organization in Minnesota, with over 10,000 members in every corner of the state. Over 75% of our members have fewer than 10 employees and our mission is to advocate for Main Street.

NFIB supports Senate File 1780, which helps small businesses by providing a tax credit to offset the cost of employee paid leave benefits. Together with paid leave insurance options authorized in other legislation, this will create new options and opportunities for small employers. Importantly, it does this without increasing taxes on small businesses, disrupting existing benefit sets or imposing inflexible mandates on Main Street businesses.

Even in the face of a pandemic, employees expressed high rates of satisfaction with existing benefits. A 2020 report by the Employee Benefits Research Institute (EBRI) found that 77% of employees were offered paid vacation, 66% were offered paid sick time, and 61% of employees viewed their paid time off and leave benefits as excellent or very good.

That rate of offering is consistent with a 2016 NFIB report, which found that 74% of small employers offer paid time off and 77% offer paid vacation.

Given that many small businesses currently offer paid leave, it's important for legislative efforts not to disrupt existing employment arrangements that work for employer and employee, or impose an unfair burden on small businesses that makes it harder for them to compete.

We believe Senate File 1780 is an important piece of allowing small employers the ability to offer new, better options for them and their employees. Thank you for supporting small businesses.

Sincerely,

John L. Reynolds
Minnesota State Director
National Federal of Independent Business
john.reynolds@nfib.org
(651) 293-1283