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April 26, 2023

Senator John Marty, and other members of the Senate Finance Committee,

On behalf of our 182 Chamber Members, I am writing to make you aware that Redwood Area Chamber respectfully OPPOSES the proposed mandatory paid leave program outlined in Paid Family and Medical Leave (SF 2/HF 2).

Minnesota businesses, both large and small, are fighting to keep their doors open. Whether they are trying to remain financially stable during record setting inflation, attract employees in a national workforce shortage, or locate materials during supply scarcity, the last thing Minnesota businesses need is a mandatory one-size-fits-all Paid Family and Medical Leave program. In a time of budget surpluses and workforce shortages, our state needs to be looking for creative solutions to becoming more competitive, not less. While other states look to cut taxes, this bill would be raising taxes on every business across the state. While every state is looking to address the workforce crisis and incentivize individuals to join the workforce, this bill would leave employers with even fewer employees. While other states are looking to reduce burdensome regulations to spur economic growth, this bill would implement further regulations and increase costs. This bill is neither equitable nor sustainable, estimated to cost taxpayers billions of dollars while decreasing Minnesota's ability to attract and retain business.

If enacted, small and medium sized businesses across the greater Southwestern MN area, and many other rural regions of the state, will ultimately be forced to close their doors due to this anti-small business, unrealistic, and over-reaching legislation. This bill is bad for business and especially bad for Greater Minnesota. Given the implications of this bill, we are asking policymakers to remove the stackability of leaves and cap the program at 12 weeks, match the definition of 'family member' to the existing definition under the federal Family and Medical Leave Act (FMLA), and exempt small businesses with 50 or fewer employees from the impacts of this mandate.

Respectfully,

A handwritten signature in blue ink, appearing to read "Anne Johnson", is written over a light blue circular stamp.

Anne Johnson, Executive Director
Redwood Area Chamber & Tourism



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April 25, 2023

Good Afternoon:

I am writing this letter with my concern against the proposed FMLA. These mandates while being a benefit for employees will be devastating to small and large employers. In total we have around 125 employees and for the past year or so we have already been running some of our branches short handed because we have not been able to fill vacant positions. If we add up to 24 weeks of paid family medical leave time off for our existing employees we will struggle to provide good customer service to our customers. Not to mention the added stress that it will add to our employees who have to cover positions due to other employees being out.

In some of our locations we have limited staff and it would require a lot of cross training or having untrained employees to fill a vacant position for several weeks.

Please reconsider this bill as it should NOT be a one size fits all benefit for employees and a huge burden for employers.

Thank you

Cathy Prouty
Human Resources-HomeTown Bank

Cleveland
Redwood Falls

Henderson
Shakopee

Jordan
St. Peter

Le Sueur
Victoria

Olivia
Waconia

STEPHENS *Funeral Service*

& SOUTHERN MINNESOTA CREMATION SERVICE

Redwood Falls, Tracy, Walnut Grove, Westbrook

March 31, 2023

Chamber Representatives,

Thank you for taking the time to support small businesses against the Paid Family & Medical Leave Act. In the funeral industry, we are experiencing a severe shortage of workers. While I understand that this is true amongst many occupations, because of licensing restrictions in funeral service, we cannot hire just anyone to replace licensed morticians. The worker shortage results in morticians having to put in a substantial number of overtime hours on a regular basis. The Paid Family & Medical Leave Act would present a severe financial burden to the funeral industry and would definitively cause the cost of funerals and cremations to increase significantly. More importantly, it would stress our current staff beyond our control. If we had even one employee out for this extended period of time, those left to make up for the lost hours would result in 70-80 hour work weeks. This would also result in diminished response times to deaths. Families would be forced to wait for a Mortician to become available to pick up the deceased and bring them back to our facility. Imagine having to wait for many hours for the Mortician to arrive when your loved one has unexpectedly died at home! Services would only be able to be scheduled on dates that are available for the funeral director. That means you cannot choose the day that works best for your family. This is not the quality of service that we have ethically vowed to uphold. And, this would not be an issue that is limited to one area. The worker shortage is state wide. Most funeral homes across the state would be put into this same situation. While I believe it is important to support to support all of our employees, this "One size fits all" plan will be very detrimental to many businesses. I am adamantly opposed to the Paid Family & Medical Leave Act for reasons of maintaining a professional level of quality for the families that we are called to serve.

Sincerely,

Nathan Stephens

Stephens Funeral Service, Redwood Falls, MN



April 25, 2023

To whom it may concern:

I am writing to address my concerns on the proposed FMLA mandates that employers are facing if this ruling is passed in Minnesota. I have been a self-employed business owner for 25 years and I have three employees. If this ruling is passed it would have a huge effect on my business. We are able to get by for a few days without one of our employees but we would not be able to keep our doors open normal business hours if one of them were to be out long term.

Please reconsider making this a one size fits all proposal as many small businesses would not survive having their employees out for a long period of time.

Thank you

Brent Prouty-Owner