



MINNESOTA GROCERS ASSOCIATION

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Chair McEwen, Minority Lead Dornink, and members of the Senate Labor Committee,

The Minnesota Grocers Association thanks you for the opportunity to highlight a few of the proposed changes to the new Earned Sick and Safe Time (ESST) requirements found in SF3787.

The Minnesota Grocers Association is the only state trade association representing the food industry of Minnesota. Minnesota has a unique culture of hundreds of hometown grocers and convenience stores, many of whom are independent, multi-generational, and locally owned. We have over 300 members with over 1,300 locations statewide, which includes food producers, manufacturers, brokers, and wholesaler members. Our industry provides over 150,000 jobs in the state – both union and non-union. The retail food industry is the backbone of Minnesota's prosperity, providing 1 out of every 20 jobs in our state.

Since the passage of the ESST requirements during the last legislative session the MGA, on behalf of our entire membership, has been directly engaged with the Department of Labor and Industry to bring forward questions and concerns regarding the implementation of the ESST law. We are glad to see that several of those issues are being addressed in SF3787.

The MGA supports the streamlining of items that are required to be listed on each earning statement. It was our contention that the listing of hours earned/used in each pay period was not a one-size-fits-all proposition. Allowing for more flexibility, including electronic notification of ESST hours used or earned is appreciated. We also appreciate the clarification of "base pay" and the adjustment of "increments of pay" at which ESST hours can be used. A 15-minute increment of use is a positive adjustment.

We do have concerns with the new liquidated damages provision, the increased record retention requirements, the expansion of ESST uses, and the immediate effective date of these changes.

We thank Senator Pappas and the Department of Labor and Industry for addressing some of our concerns with the Earned Sick and Safe Time provisions with SF3787.

Sincerely,

Jamie L. Pfuhl
President