



February 16, 2022

Chair Ecklund & Members of the House Labor, Industry, Veterans and Military Affairs Finance and Policy Committee:

Thank you for the opportunity to provide comments supporting Representative McDonald's HF 2062 (Employee notice requirements modified, and written warning required).

The Minnesota Retailers Association is made up of 1,200 retail stores across the state, including main street retailers, regional/mid-sized retailers, and retailers with a national presence. HF 2062 addresses several items relating to Minnesota's employee notice law that we frequently hear from retailers, including:

- **Notice timing:** Occasionally retailers can offer employment to an individual with the option to start today or start tomorrow. Small retailers in particular have mentioned that offering someone immediate employment can be hindered based on the availability of the personnel preparing the employee notice, resulting in a delayed start date for the employee. HF 2062 allows more flexibility for the employee and employer while maintaining the integrity and timeliness of the notice.
- **Electronic notification & acknowledgement:** We appreciate that HF 2062 explicitly allows for an electronic means of notification as well as electronic acknowledgement. This change appears to be consistent with Minnesota Department of Labor and Industry guidance to employers. This clarification aligns the law with how many employees expect to receive communications from their employer today.
- **First violation approach:** Providing for a warning in the case of first violations seems to match the education/enforcement strategies often discussed especially with first violations seen as technical in nature as opposed to a purposeful disregard of the law. Small retailers without human resource staffs in particular will appreciate how this change creates the opportunity for working with state regulators in a collaborative nature to correct any issues.

Thank you for considering this feedback as you consider clarifications and modifications to Minnesota's employee notice requirements.

Sincerely,

Bruce Nustad
president