

Our position on paid leave

The Minnesota Retailers Association (MnRA) believes paid leave policies should be focused on compassion for the needs and concerns of employees without devaluing the importance of our members' business realities.

Retail impacts **1 in 4** jobs in Minnesota.

788,000 Minnesotans depend on the success of retail, from those who work directly in the stores to all of the ancillary businesses that make retail possible.

70% of MnRA members already provide some form of paid leave or flexible options for employees.



With more than **220 members** operating approximately **1,200 storefronts** across Minnesota, MnRA represents a wide array of businesses which all face unique and challenging business realities.

- MnRA members believe that the wellbeing of our employees and our current business realities do not have to be in direct conflict.
- We are concerned that some paid leave proposals will be too restrictive and difficult for all retailers to implement or will have unintended consequences on the flexibility that already exists.
- While MnRA prefers no change to current state law, we urge lawmakers to develop paid leave policies in coordination with employers who most closely understand the needs of our employees, and who are committed to continuing to provide good job opportunities across the state.



“Our approach to paid leave centers around the principle that if we take good care of an employee, that employee will take good care of us. So we invest upfront in paying people above industry wages and offer flexibility in times of need.”

– Single store retailer, Greater Minnesota