

**1997 Legislative Activity:**

- State Representative Jaros introduced a second bill to curtail the use of temporary employees to three years.  
**Result:** Successful testifying by industry members and effective lobbying gets the bill put off to a study rather than action.
- Department of Revenue issues report “Need Tax on Services Because of Loss of Manufacturing from the State.” Need for a Business Activity Tax (BAT).  
**Result:** Every legislator received a copy of the report. The report indicated that taxes on services could generate \$1.6 billion in tax dollars for the state.
- Business Activity Tax (BAT) - Bill introduced again  
**Result:** Bill failed
- Department of Human Services bill – indicated that our customers were going to be considered as the employer of record.  
**Result:** Worked with the Department of Human Services to change the language of the bill – clarifying that we are the employer of record.
- Welfare Reform – Discussions continue  
**Result:** Industry members testified at hearings to support the availability of work and to present a sector of our industry who could bridge welfare recipients back to work

- 1998**
- Prepared and circulated to all legislators the Myths/Facts about temporary employment
  - Employment contracts and applications in predominant language bill defeated
  - Business Activities Tax proposed – SAM opposed

- 1999**
- SAM met with over a dozen key legislators, with leadership and committee chairs. The first legislative session of the Ventura Administration was tumultuous. SAM worked on:
    - The Job Reference Immunity bill
    - Reorganization of jobs and training programs
    - Search agencies penalty provisions
    - Regulation of temporary agencies legislative

- 2000**
- Limited the bond requirement for employee search firms
  - Reductions in employers’ workers compensation rates
  - Omnibus Jobs Bill – numerous jobs and training and welfare-to-work issues
  - Employee electronic monitoring – Result: Did not pass

- 2001**
- U.I Unemployment Insurance definition of “Quit”
  - Regulation of Supplemental Nursing Services Agencies (SNSA) – SAM was instrumental in negotiating the final language
  - Omni Jobs Bill including repeal of search firm bond requirements and the abolition of the Department of Economic Security
  - Business Activities Tax debate continued
  - Sales Tax on Services, including temporary services was defeated. Result: \$37 million would have been raised by taxing staffing services
  - Temporary Workers Bill of Rights defeated due to SAM’s testimony and lobbying efforts

- 2002**
  - Changes to the SNSA Law, including provisions SAM sought to add payroll taxes within the 150 percent cap and to further define wages
  
- 2003**
  - Gained favorable interpretations from the Department of Labor and Industry regarding wait/ break issues
  - Fix the “quit” definition in the UI Law – due to Appeal Court ruling
  - Remove the moratorium on consultant contract which had eliminated outsourcing
  - Job Reference Immunity bill – got closer to passage
  - Merger of Trade & Economic Development and Economic Security
  - Conceal and Carry gun legislation and its impact on business
  
- 2004**
  - Directly lobbied and successfully passed the Job Reference Immunity Bill
  - Monitored the merger of the Department of Economic Security into the Department of Employment and Economic Development
  - Monitored and reported on Omnibus U.C. bill
  - Participated on the workers’ compensation task force
  - Developed the healthcare “arm” of SAM – Meetings with DHS
  
- 2005**
  - Defeated an amendment to repeal the exemption for contracts for temporary agencies
  - Monitored privation legislation – which did not pass
  - Supported the bill which became law to exempt search firms from licensing
  - Analyzed and reported on the Omnibus U.C. bill
  - Worked with DEED to implement the Omnibus U.C. Law
  - Meeting with Department of Revenue/Business Community regarding Business Activities Tax proposals
  - Meetings with Rep. Gunther regarding Workforce Centers
  
- 2006**
  - Defeated a proposal to study the staffing industry (H.F. 4062)
  - Worked with DEED on major U.C. legislation
  - Monitored and reported on the Wal-Mart bill (S.F. 2672)
  
- 2007**
  - Actively monitored the Omnibus Unemployment Insurance bill for impact – amendments affecting the staffing industry
  - Specific lobbying effort to educate / defeat legislation requiring employers to offer Section 125 Health Plans (to all employers who employ over 10 employees)
  - Specific lobbying to defeat legislation to eliminate the one-week waiting period for unemployment insurance
  - Specific lobbying to defeat the Fair Share Health Care Act – WalMart bill
  - Specific lobbying to defeat legislation requiring applicants for public health benefits to disclose their employer
  - Specific lobbying to defeat the minimum wage increase
  - Actively monitored workers compensation legislation
  - Actively monitored legislation that would have created a study to tax professional services, including temporary services
  
- 2008**
  - Testified against a bill to eliminate the one week waiting period before employees begin receiving benefits. Following our testimony raising cost concerns, the bill did not pass.
  - Met with DEED to identify ongoing problem areas with UI, including resolution of online claims issues
  - Actively monitored sick leave legislation which would have broadened the definition for leave

- 2009**
  - Proactively drafted and passed legislation that clarifies 'quit' provisions for temp-to-hire positions – if an employee accepts employment with a client of a staffing service, they quit working for the staffing firm
  - Specific lobbying to defeat the Sick Leave bill
  - Analyzed and reported on the Omnibus UI bill
  - Specific lobbying to change law regarding 8 week quit issue including introducing an amendment and testifying in committee. This provision will carry over to 2010.
  - Met with DEED to continue to resolve UI issues
- 2010**
  - Successfully opposed the elimination of the 5 Day rule
  - Successfully opposed a new definition of "employee misconduct"
  - Modified the definition of "suitable work" when employed by a staffing agency
  - Helped to defeat new overtime legislation
  - Helped to defeat new work break legislation
  - Helped to defeat new sick leave legislation
- 2011**
  - Introduced and passed into law a bill that modified Unemployment Insurance statutes, changing the suitable wage credit for staffing services from 45% to 25%
  - Reviewed and analyzed numerous proposed UI changes in the Omnibus Unemployment Insurance bill for the impact on MNRSA membership
  - Met with the DEED Commissioner and Department staff to continue to resolve ongoing UI issues