



Member Update

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By Tony Burton • Dec 15, 2025

Smart Brevity® count: 3 mins...823 words

In today’s December 15, 2025 Update:

- Don’t Miss Out! 2026 Stars of the Future at Renaissance Depot
- Resources Available: See How Much Paid Leave Will Cost Employers and Employees
- Reminder of 2025 Earned Sick and Safe Time Provisions
- Get ServSafe Certified This Winter at a Class Near You!
- Watch Recording: Operating Now on Hospitality Real Estate
- In the News

Is your organization interested in sponsorship? [Email us](#) to learn more.

Stars of the Future January 22 at the Renaissance Depot



Mark Your Calendars! [Stars of the Future | January 22 at the Renaissance Depot](#)

If you were with us last year, you already know—this is an event you don’t want to miss. And if you haven’t experienced Stars of the Future yet, this is your year.

- **What to expect January 22:** You’ll taste your way through incredible student-crafted creations from 15 different ProStart schools while celebrating the next generation of hospitality professionals. Bring a colleague, a friend, or anyone who wants to see firsthand the passion and potential of our industry’s future workforce.

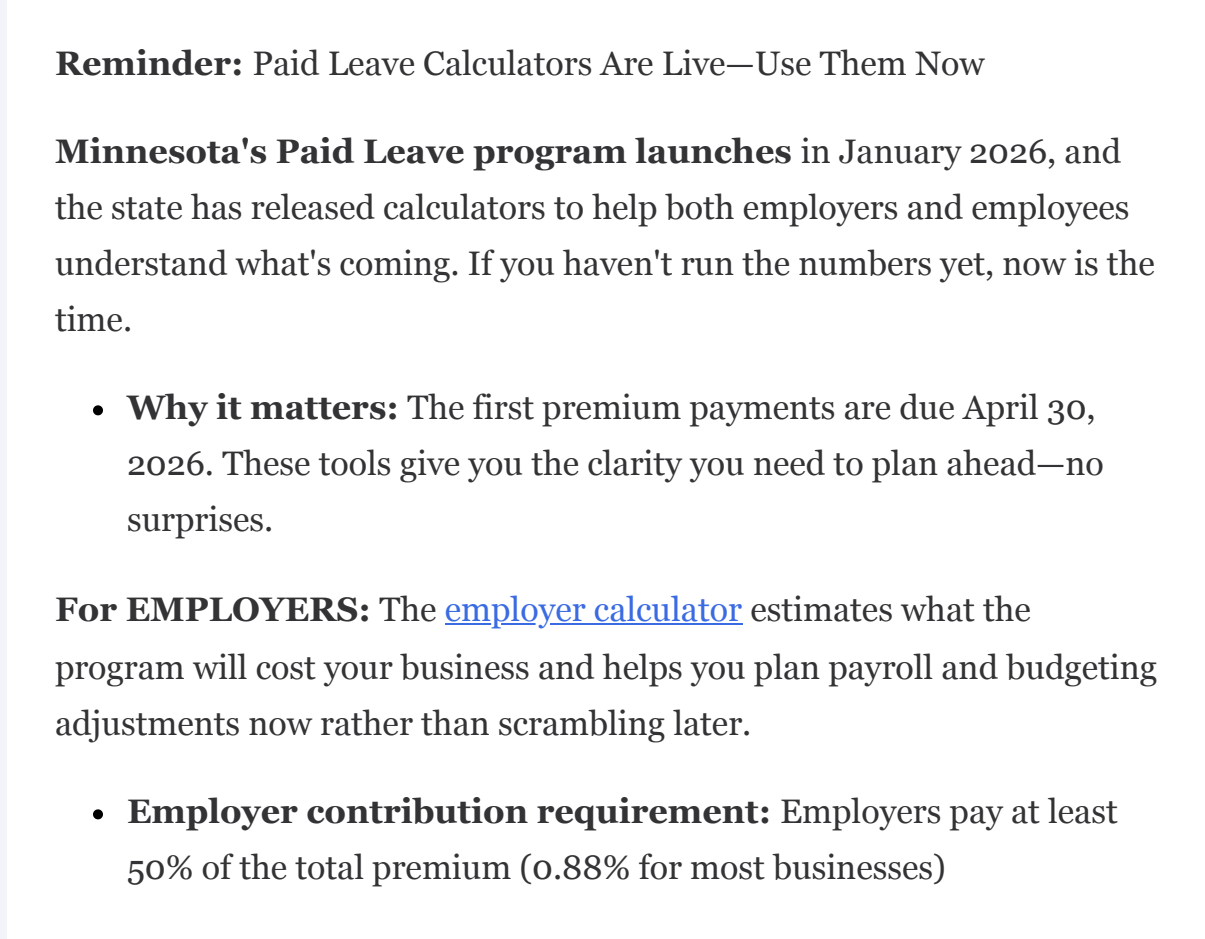
Why it matters: Your participation directly supports HMEF’s work training today’s students and inspiring tomorrow’s industry leaders. Through [ProStart](#) and [Hospitality & Tourism Management](#) programs in schools across the state, we’re building the workforce pipeline our industry needs.

- **About the event:** This is more than a fundraiser—it’s a chance to meet the students who will one day lead our kitchens, manage our hotels, and shape Minnesota hospitality.

Want to make an even bigger impact? Consider sponsoring a table or donating an auction item.

[Register Now](#)

Reminder: Paid Leave Estimate Calculators For Both Employers and Employees Available



Reminder: Paid Leave Calculators Are Live—Use Them Now

Minnesota’s Paid Leave program launches in January 2026, and the state has released calculators to help both employers and employees understand what’s coming. If you haven’t run the numbers yet, now is the time.

- **Why it matters:** The first premium payments are due April 30, 2026. These tools give you the clarity you need to plan ahead—no surprises.

For EMPLOYERS: The [employer calculator](#) estimates what the program will cost your business and helps you plan payroll and budgeting adjustments now rather than scrambling later.

- **Employer contribution requirement:** Employers pay at least 50% of the total premium (0.88% for most businesses)
- **Where you can decide:** You choose how to split the remaining cost with employees

[Employer Calculator](#)

For EMPLOYEES: The [employee calculator](#) shows workers their estimated weekly benefit if they need medical or family leave, plus what their paycheck deductions will look like.

- **Benefit structure:** Benefits are a partial wage replacement, calculated on a tiered system ranging from 55% to 90% of their average weekly wage.
- **Visualize contributions:** The calculator helps employees understand their portion of the premium (up to 0.44% of wages), which will be deducted starting in January 2026, and the benefit they are funding.

[Employee Calculator](#)

Earned Sick and Safe Time: Reminder of 2025 Provisions



Good news for employers: Recent amendments to Minnesota’s Earned Sick and Safe Time law give you more flexibility on notice requirements and documentation.

Previous Provision: Employers may now require an employee to give notice of the need for earned sick and safe time *as soon as practicable*.

- **Amended Provision:** Employers may now require employees to give notice of the need for earned sick and safe time *as reasonably required by the employer*.

Previous Provision: Employers can request documentation when an employee uses ESST for more than *three* consecutive days.

- **Amended Provision:** Employers may request documentation when an employee uses ESST for more than *two* consecutive days.

[Learn More](#)

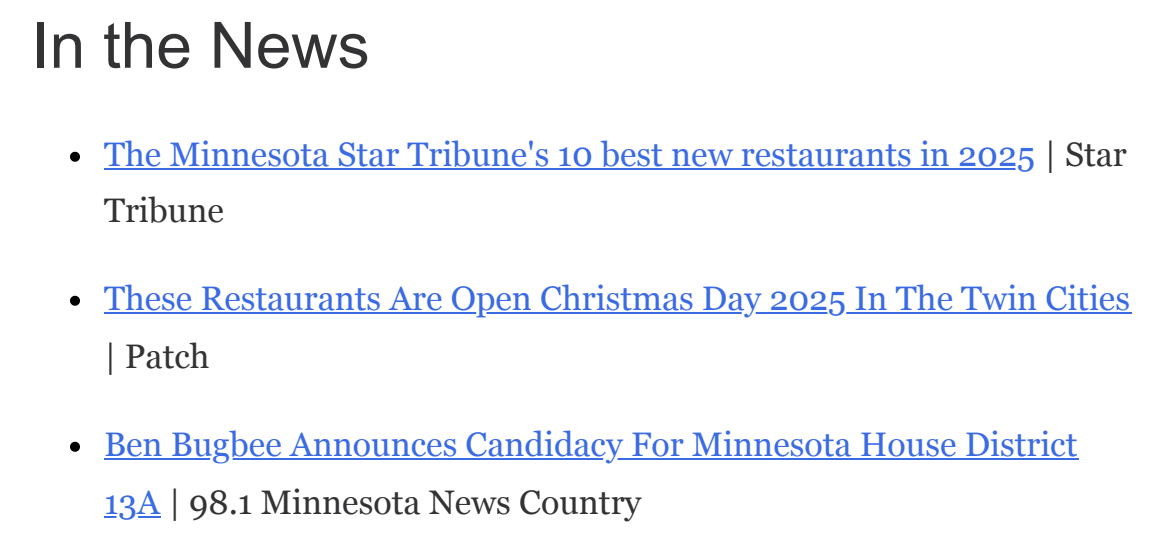
Register Your Team for an Upcoming ServSafe Class

FOOD SAFETY GUY

Did you know: Minnesota law requires at least one certified food manager on staff at nearly every food establishment. We’ve partnered with Food Safety Guy to make certification simple—check our Event Calendar for upcoming ServSafe classes!

[Find Your ServSafe Class](#)

In Case You Missed It: Operating Now on Hospitality Real Estate



Hot Topics in Real Estate for the Hospitality and Restaurant Industries

Hosted by Hospitality Minnesota and Monroe Moxness Berg
Wednesday, December 10, 2025 | 10:00 AM

BROUGHT TO YOU BY:
MONROE MOXNESS BERG, MONROE'S FRESH, KLB, SHERATON

Couldn’t make it to last week’s conversation on hospitality real estate? December is always a busy month, so we get it.

- **Don’t worry!** Our friends at Monroe Moxness Berg gave us the greenlight to share their latest webinar [here](#). Now, those interested can tune in to last week’s presentation on their own time.

By watching this webinar, attendees can:

- **Discover the nuances** of what goes in to remodeling 2nd generation space.
- **Gain an understanding** of what may be helpful to include in a Letter of Intent during the early stages of a real estate transaction to help avoid pitfalls in the future.
- **Explore operational considerations** of real estate to help manage business costs and enhance efficiency.
- **and more!**

[Watch the Presentation](#)

In the News

- [The Minnesota Star Tribune’s 10 best new restaurants in 2025](#) | Star Tribune
- [These Restaurants Are Open Christmas Day 2025 In The Twin Cities](#) | Patch
- [Ben Bugbee Announces Candidacy For Minnesota House District 13A](#) | 98.1 Minnesota News Country

See you back here next week!

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