



Hospitality MINNESOTA

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Join Us Thursday for FISH! Philosophy Seminar

The FISH! Philosophy

Discovered in the world-famous Pike Place Fish Market in Seattle, **The FISH! Philosophy** identifies four simple practices that you can use to build a culture where people choose to bring their best to work.

Organizations around the world use these solutions to strengthen teamwork, deliver outstanding customer experiences and improve employee retention. Come for this unique opportunity to experience The Fish!



November 1, 2023
9 AM - 11 AM
316 Brookview Pkwy,
Golden Valley, MN 55426

Presented By:



Join Us This Thursday to Experience the Power of Positivity! Discovered in the world-famous Pike Place Fish Market in Seattle, **The FISH! Philosophy** identifies four simple practices that you can use to build a culture where people choose to bring their best to work. Register today for Thursday's Seminar below.

Register

Tomorrow - Hospitality Minnesota Education Foundation Student Expo



Hospitality Career Student Expo

Teaching Skills. Creating Connections. Inspiring Careers.

October 31, 2023 | Minneapolis Marriott Northwest

Students and Vendors are Preparing For Tomorrow's Expo! Our Second Annual Hospitality Career Student Expo is quickly coming together at the Minneapolis Marriott NW, Brooklyn Park, MN.

About the Expo: This Expo provides invaluable opportunities for high school students to learn about the various career pathways in hospitality. Opportunities include:

- four diverse culinary demonstrations
- a career exploration center with 19 hospitality businesses
- a hospitality panel discussion featuring both current and upcoming leaders in the industry
- and more!

Stay tuned for Updates. We'll be updating our social media platforms with content from the event all day!

Learn
More

National Labor Relations Board's Final Ruling on Joint Employer Status



New Federal Ruling Deals Blow to Small Business: Last week, the National Labor Relations

Board (NLRB) released its final rule defining Joint Employer status. Hospitality Minnesota joins the National Restaurant Association and the Restaurant Law Center (RLC) in strong opposition to the definition of Joint Employer outlined in this final rule.

What The Final Ruling Means: The NRLB's final rule will mandate the share of risk between two or more businesses even if there is only "reserved and indirect" control of employment between the two companies. It will also potentially penalize a restaurant operator if she/he works with a third-party contractor (linens cleaner, janitor, plumber, etc.) who receives a labor violation. These changes will create massive labor uncertainty and reduce opportunities for franchisee ownership and independence.

Learn More: Read the National Restaurant Press Release below.

[Read the Press Release](#)

National Restaurant Association - Business Snapshot Survey



Snapshot Survey Input Needed! The National Restaurant Association's Research Team recently launched its latest operator business conditions survey, and it closes on November 12th.

Help Us Get MN-Specific Stats! If at least 30 operators submit responses, Hospitality Minnesota will get state-specific data from the National Restaurant Association, and we will share the state-specific results with members! Participate today to help us help you!

Note: this is different than the Restaurant Operations Survey that we sent out a few weeks ago. That survey, which is more comprehensive than this snapshot survey, is still open until December 15, 2023. [You can access it here](#).

[Take Snapshot Survey](#)

In The News

- [Minnesota Legislators Prep for 2024 Season](#) | ABC 6 News
- [Plant-based foods growth is slowing. How Minn. brands are surviving.](#) | Star Tribune

- [U.S. Economy Grew a Strong 4.9%, Driven by Consumer Spree That May Not Last](#) | WSJ
- [Adam Duinick Tapped to Lead Minneapolis Downtown Council](#) | Twin Cities Business Magazine
- [Twin Cities rush hours return — except during the morning](#) | Star Tribune
- [Who is Mike Johnson? New House speaker is a strong Trump ally and a quiet force among Republicans](#) | MPR News

Links

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