



GOVERNMENT RELATIONS UPDATE

ADVOCATING FOR MINNESOTA'S HOSPITALITY INDUSTRY

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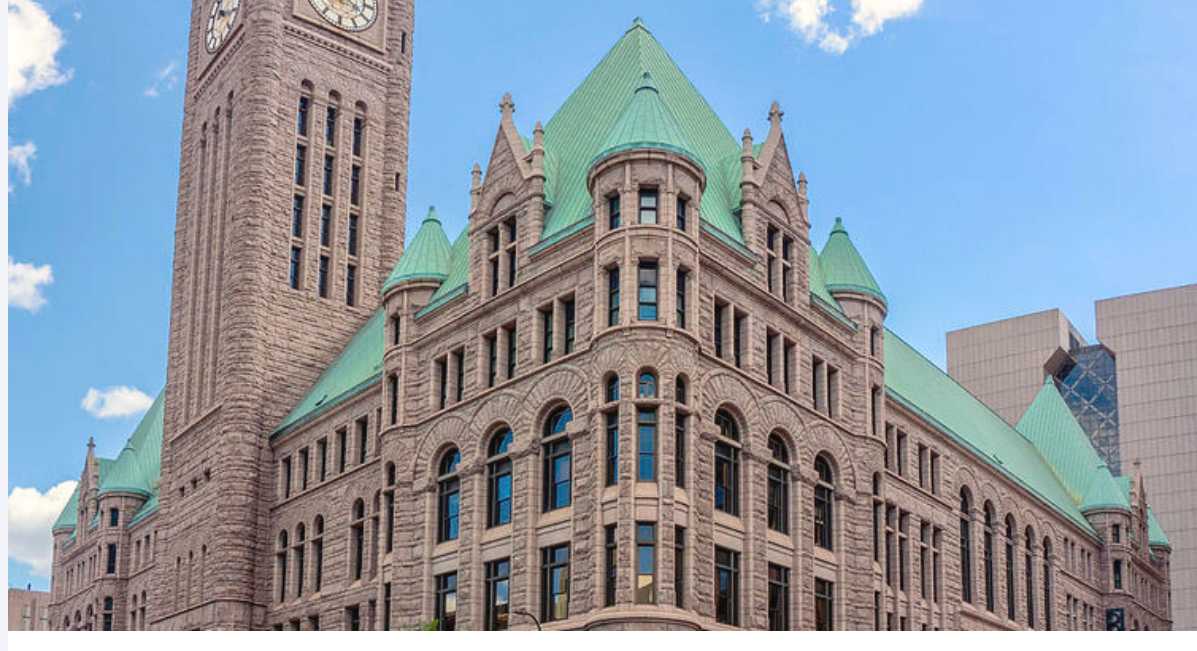
By Hanna Zinn • Sep 05, 2025

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Happy Friday. I hope you're all enjoying the beautiful fall weather we're beginning to have. This week's Government Relations Update will dive into state level issues like upcoming Paid Family Medical Leave engagement opportunities for employers, a partial release of the list of occupations falling under the federal "No Tax on Tips" legislation, and a quick recap on the Minneapolis Earned Sick and Safe Time ordinance.

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Local Lookout



The big picture: Council Member Linea Palmisano's Earned Sick and Safe Time ordinance will be brought up at the next full City Council meeting on September 11th.

- Catch up:** She introduced this ordinance to bring the City's Earned Sick and Safe Time into compliance with the State's law. One piece of this ordinance aims to codify employer paid training provided by the City's Civil Rights Department as a potential remedy for employers who are found in violation of the ordinance.

What's next: The ordinance has been delayed for a couple of months as councilmembers aim to amend the ordinance to expand the mandated employer training piece to allow outside worker organizations into businesses and add mandated training to other sections of labor law like wage theft.

- The legal lag:** The city attorney has been working through these amendments to determine the legal standing, causing the delay in process. Council Member Palmisano has expressed her strong desire to not amend the ordinance as is and move it forward.

Yes, and: Hospitality Minnesota is continuing to have conversations with city staff and Council Members. We will keep you posted on an upcoming action alert you can use to engage your elected official and tell them to vote "NO" on these harmful amendments.

Statewide Spotlight



The big picture: The MN Department of Labor and Industry announced September 21st – 27th as Workplace Rights Week. The department will be hosting webinars, in-person learning events, and labor standards mobile clinics throughout the state during the week.

- Why it matters:** Workplace Rights Week, which started in 2024, is an opportunity for employers and employees to learn about rights and responsibilities in the workplace. You can see a full list of all the events taking place on DLI's website [here](#).

Yes, and: National Restaurant Workers Day is September 25th. Restaurant workers are vital to the success of the restaurant industry, and we thank all those who help to make our community and industry strong.

- Stay informed:** Learn more about restaurant and hospitality worker specific rights on DLI's website [here](#).

Paid Leave Update: The Paid Family Leave Office is hosting upcoming employer engagement webinars to provide an overview of the program, share recent updates, and answer your questions. At these sessions, you will learn how to set up your Paid Leave accounts, designate a Paid Leave Administrator, and make key decisions that will shape how Paid Leave works in your business.

Go deeper: These sessions will take place across the state beginning September 15th. Sessions will take place in Moorhead, Willmar, Worthington, St. Cloud, Buffalo, Winona, Rochester, St. Paul, Bloomington, Mankato, and Duluth.

- Register now:** For more information and to register for one of these events, check out the Paid Leave website [here](#).

Yes, and: The office will also be hosting a virtual webinar about preparing for the Paid Leave program. It will take place on October 27th from 12-1:30 p.m. Register [here](#).

Federal Focus



The big picture: The federal Department of Revenue has released a list of occupations covered by the recent "No Tax on Tips" legislation. Traditionally tipped hospitality professions such as bartenders, wait staff, bellhops, room service, and housekeeping are included in the list.

- Go deeper:** The full list is [available here](#).

Yes, and: If you do not see a category your employees would fit into, don't panic.

- There's more to come:** This list is a preliminary summary of professions covered by the legislation, and more occupations will be considered in the future.

Thank you reading! Check out past [GR Updates](#) here.

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