



Member Update

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By Tony Burton • Apr 28, 2025

Smart Brevity® count: 3 mins...825 words

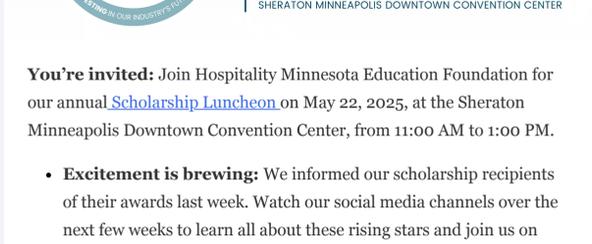
In today's April 28, 2025 Update:

- Join the Excitement: Celebrate Hospitality's Future at HMEF's 2025 Scholarship Luncheon!
- ACTION ALERT: Ask Electeds to Support Bipartisan PFML Modifications
- Wednesday: Join Us for HR Essentials Webinar with Monroe Moxness Berg
- Free Industry Training Resource: Online Hospitality Training Now Available
- Streamline Your Restaurant Operations with Heartland Payment Systems

We would like to thank our Member Update Sponsor - [Ecolab](#) - for their contributions and commitment to Minnesota's hospitality industry!

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

Join the Excitement: Celebrate Hospitality's Future at HMEF's 2025 Scholarship Luncheon!



You're invited: Join Hospitality Minnesota Education Foundation for our annual [Scholarship Luncheon](#) on May 22, 2025, at the Sheraton Minneapolis Downtown Convention Center, from 11:00 AM to 1:00 PM.

- **Excitement is brewing:** We informed our scholarship recipients of their awards last week. Watch our social media channels over the next few weeks to learn all about these rising stars and join us on May 22 to honor them!

- **Did you know:** Since 2006, HMEF has awarded nearly \$1 MILLION to students pursuing careers in culinary arts and hospitality management.

What to expect: This year is particularly exciting because in addition to hosting this event at the brand-new [Sheraton Downtown Minneapolis Convention Center](#), we have the honor of awarding the first-ever Sue Zelickson Scholarship to women pursuing careers in the food industry, courtesy of [Women Who Really Cook](#).

[Register Now!](#)

ACTION ALERT: Ask Electeds to Support Bipartisan PFML Modifications



The big picture: The Paid Family Medical Leave (PFML) law enacted in 2024 will require employers to offer 12 weeks paid medical leave and 12 weeks of paid family leave (maxing out at 20 weeks total in a 52-week period), starting on January 1, 2026.

- **The problem:** This program, with expansive definitions for family members, burdensome private plan requirements, and employer notice conditions will significantly impact the hospitality industry. The program will be paid for through a considerable increase in payroll taxes – now at .88%; the cost for which can be split between employers and employees.

Key update: Multiple bills have been introduced this session aimed at amending the PFML law to support small businesses and protect the business community from this harmful legislation. One key bill ([SE 3141](#)) has bipartisan support in the Senate, an indication these modifications have support across the state.

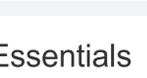
Our position: We support the modifications in this bill that would include modifying the definition of small employer to 15 or less employees, modifying the definition of a "family member", capping the maximum amount of benefit weeks at 12, and capping the annual premium rate at 1%.

Act now: Contact your legislators immediately to support modifications to the PFML law.

[Contact Your Legislators](#)



SAVE THE DATE
SEPTEMBER 15, 2025



Wednesday: Hospitality HR Essentials Webinar with Monroe Moxness Berg



Hospitality HR Essentials: Documenting, Disciplining & Terminating in Hospitality

Hosted by Hospitality Minnesota and Monroe Moxness Berg
Wednesday, April 30, 2025 | 10:00 AM



Calling all hospitality HR professionals: Join us next Wednesday at 10 AM for an [Operating Now on Documenting, Disciplining & Terminating in Hospitality](#) with Monroe Moxness Berg.

- **What to expect:** Attendees will gain insights into creating clear, fact-based documentation, implementing consistent and fair disciplinary procedures, and handling terminations with professionalism and sensitivity.

Yes, and: Real-life case studies and best practices will be shared, helping you to mitigate legal risks and foster a respectful and productive work environment.

- **The bottom line:** Whether you're managing front-line staff or overseeing a large team, this session will provide the confidence and skills to navigate these critical HR processes with success.

[Learn More & Register](#)



SAVE THE DATE
OCTOBER 5-7, 2025



Free Industry Training Resource: Online Hospitality Training Now Available



Did you know: Hospitality Minnesota and the University of Minnesota Extension's Tourism Center proudly offer a [free online hospitality and customer service training program](#)

- **Some background:** Thanks to Hospitality Minnesota's advocacy, the Minnesota Legislature allocated funds to create free training through the University of Minnesota for all Minnesotans.

What to expect: The program offers foundational customer service skills development for all Minnesota residents.

- **Get started:** Per [MN Statutes Sec. 116L08](#), participants will answer a few questions and sign an equal opportunity statement before accessing the training.

[Learn More & Register!](#)

Streamline Your Restaurant Operations with Heartland Payment Systems

Heartland | Restaurant



Calling all restaurant operators: Ready to simplify and elevate your restaurant? Heartland Payment Systems offers a comprehensive suite of solutions designed to help you thrive.

- **Discover the Restaurant Collection:** From a faster, simpler cloud-based POS that unifies your front and back of house and offers robust reporting and inventory management, to powerful payment software that accepts all payment types, anywhere your customers are, Heartland has you covered.

Yes, and: That's not all! Reclaim your time with payroll your way, a flexible and easy-to-use solution, and hire-to-rotate tools that streamline everything from hiring to HR compliance.

Enjoy flexible pricing? Heartland offers plans with transparent statements and count on 24/7 US-based support whenever you need it. Even save money with a compliant credit card surcharge program.

- **Go deeper:** Experience the Heartland difference. [visit their webpage](#) to learn more!

[Learn More](#)

See you back here next week!

To learn more about us, visit our website: [hospitalityminnesota.com](#)

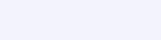
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