



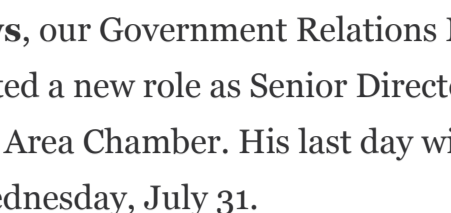
By Jill Sims • Jul 19, 2024

Smart Brevity® count: 3.5 mins...921 words

**From the Desk of Jill Sims:** We hope this finds you well and enjoying the summer. Our team has been busy tying up ends from legislative session, monitoring rulemaking and preparing for a Labor Standards Board proposal in Minneapolis.

Read on to see key updates from the month and to hear where our team member, Kaleb McCulloch, is headed next. Don't worry though, we'll keep him close on hospitality issues!

## Kaleb McCulloch Heads to St Paul Area Chamber

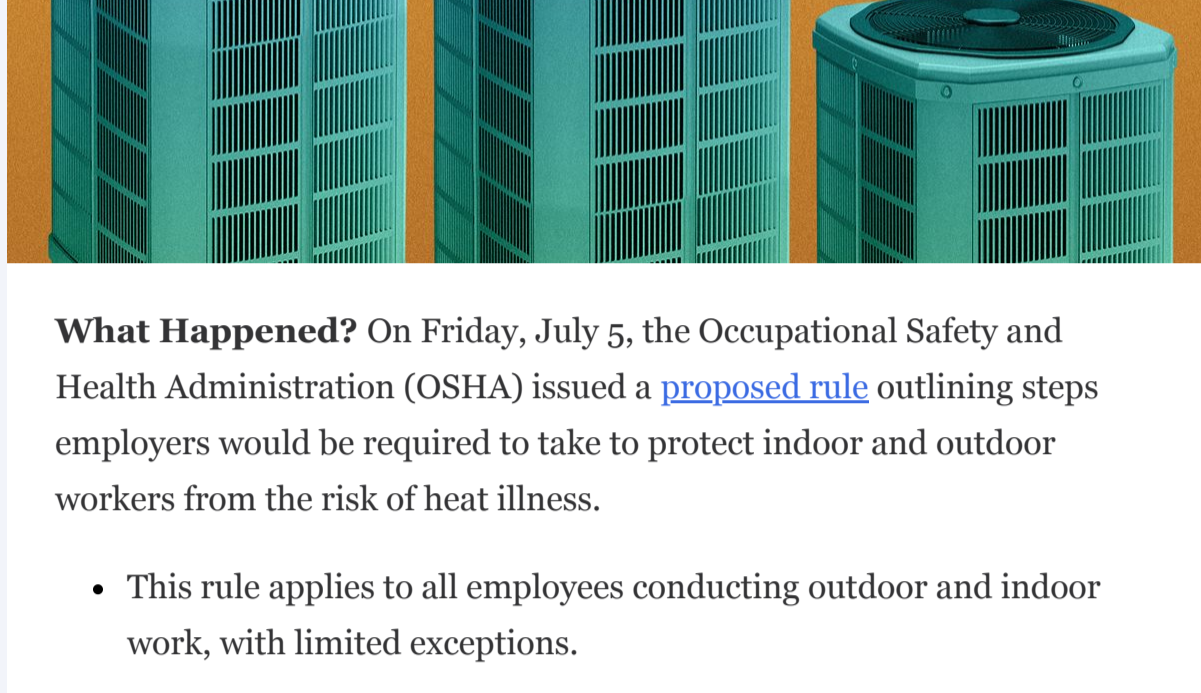


**In bittersweet news,** our Government Relations Manager Kaleb McCulloch has accepted a new role as Senior Director of Government Affairs at the St. Paul Area Chamber. His last day with Hospitality Minnesota will be Wednesday, July 31.

**Kaleb quickly became an integral part of our government relations team** and we are sad to lose him. His work this past legislative session helped elevate Hospitality Minnesota, educate our members, strengthen coalition partnerships, and drive forward the priorities of the hospitality industry.

**We are excited for him** and his new opportunity. Please join us in wishing Kaleb well. Kaleb, we thank you for your hard work!

## OSHA Proposes New Heat Illness Prevention Rule



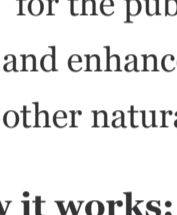
**What Happened?** On Friday, July 5, the Occupational Safety and Health Administration (OSHA) issued a [proposed rule](#) outlining steps employers would be required to take to protect indoor and outdoor workers from the risk of heat illness.

- This rule applies to all employees conducting outdoor and indoor work, with limited exceptions.
- Public comments are due 120 days after they are posted in the Federal Register.

**What's next:** Review the proposed rule to assess its potential impact on your operations and provide feedback. Because this is the first-ever nationwide heat standard, it's essential for the hospitality industry to weigh in.

**Go deeper:** [Click here](#) for an overview of the proposed rule and to complete our survey with your insights and concerns.

## Minnesotans for Our Great Outdoors Campaign



**MINNESOTANS FOR OUR GREAT OUTDOORS**

**Some background:** Hospitality Minnesota has signed on to the Minnesotans for Our Great Outdoors campaign, which is supporting the constitutional amendment to reauthorize the lottery dedication to the Environment & Nature Resources Trust Fund (ENRTF).

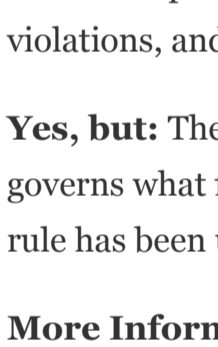
- **Why it matters:** The ENRTF holds assets that can be appropriated “for the public purpose of protection, conservation, preservation, and enhancement of the state’s air, water, land, fish, wildlife, and other natural resources.”

**How it works:** Funds go to outdoor recreation programs, trails, invasive species research, and more. This includes everything from protecting endangered species in Voyageurs National Park to funding pollinator-friendly lawn grants for homeowners to shoreline restoration projects throughout the state.

**What's next:** Those organizing the Minnesotans for Our Great Outdoors campaign are still in the process of growing the coalition of support as we encourage as many hospitality businesses as possible to show support.

- **Go deeper:** You can sign up to support the campaign by filling out this [endorsement form](#). You can also share stories about projects funded by the lottery by filling out [this form](#).

## FTC Signals a Warning on Franchise Oversight



**FEDERAL TRADE COMMISSION**  
**PROTECTING AMERICA'S CONSUMERS**

**What happened:** Broad non-disparagement clauses and “hidden fees” within franchisor-franchisee contracts were strongly discouraged in a series of actions issued by the Federal Trade Commission (FTC) last week.

- The FTC is reopening the comment period for the [2023 Request for Information](#) related to franchise agreements and franchisor business practices until October 10, 2024.

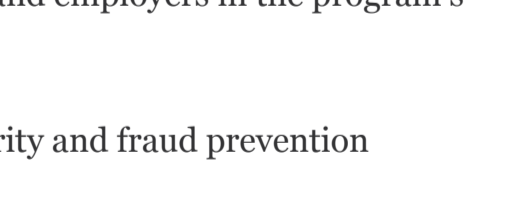
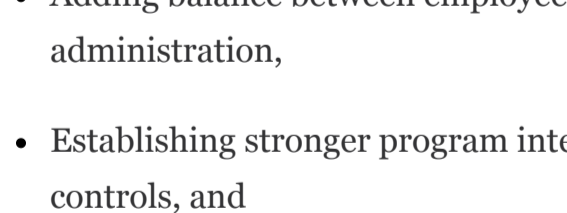
**Why it matters:** While the guidance does not come with sweeping changes of a new federal rule, the FTC does link the franchisor-franchisee relationship to low workplace standards, high levels of labor law violations, and other allegations.

**Yes, but:** The FTC did not revise nor update the Franchise Rule, which governs what franchisors must disclose to prospective franchisees. This rule has been unchanged since 2007.

**More Information:**

- [FTC: Action to Ensure Franchisees' Complaints are Heard and to Protect Against Illegal Fees](#)
- [FTC: Policy Statement on Franchisors' Use of Contract Provisions, Including Non-Disparagement, Goodwill, and Confidentiality Clauses](#)
- [FTC: Staff Guidance on the Unlawfulness of Undisclosed Fees Imposed on Franchisees](#)
- [NRA and RLC: Comments to Solicitation for Public Comments on Provisions of Franchise Agreements and Franchisor Business Practices](#)
- [Regulations.gov: Public Comments on Provisions of Franchise Agreements and Franchisor Business Practices](#)

## Hospitality Minnesota Joins Others to Submit Paid Leave Comments



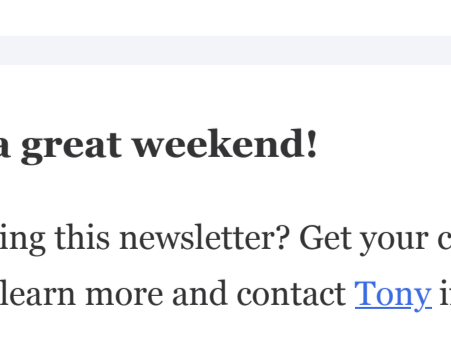
**Some background:** The Department of Employment and Economic Development has begun the rulemaking process for what it now calls “Minnesota Paid Leave”. They are in the request for comments phase and anticipate publishing draft rules later this summer, with final adoption coming in late fall using expedited rule making.

**What happened:** Hospitality Minnesota joined the National Federation of Independent Businesses, the Minnesota Chamber, and the Minnesota Business Partnership to submit comments with suggestions to improve the program. These comments focused on three areas, including:

- Adding balance between employees and employers in the program’s administration,
- Establishing stronger program integrity and fraud prevention controls, and
- Controlling program costs.

You can read our comments [here](#).

## Minnesota Chamber Releases 2023-2024 Interactive Legislative Scorecard



**Some background:** The Minnesota Chamber tracks hundreds of bills during each legislative session to ensure that policy makers understand how their proposals impact Minnesota’s economy and the state’s ability to make Minnesota a more affordable place to live, work, grow, and expand a business.

- The Chamber scores votes on bills or amendments that were cast in the 2023 and 2024 legislative sessions to illustrate this impact.

**Go deeper:** [Click here](#) to view the Minnesota Chamber’s Interactive Legislative Scorecard.

### That’s all. Have a great weekend!

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