



Member Update

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By Tony Burton • Jan 12, 2026

Smart Brevity® count: 3 mins...782 words

In today's January 12, 2026 Update:

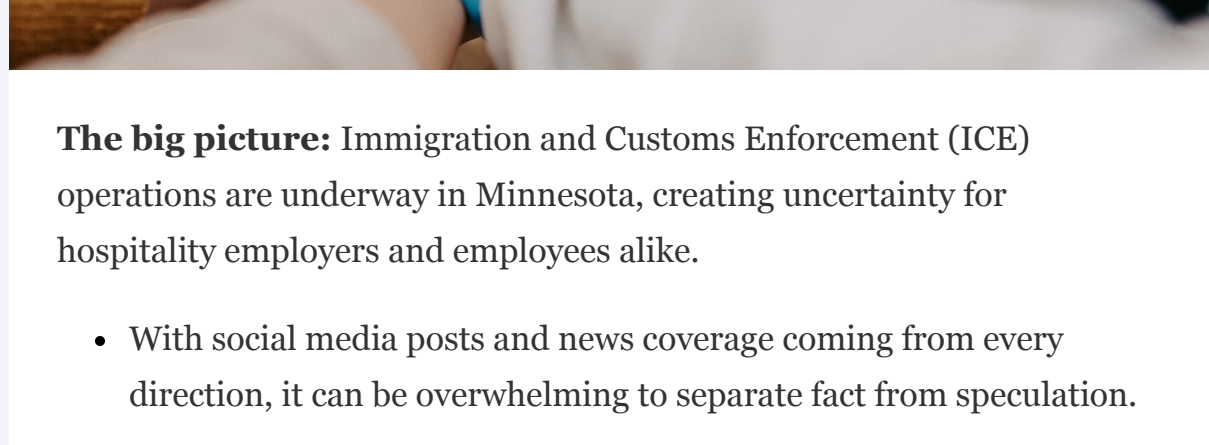
- **Bookmark Our Immigration Resources Page:** Stay Proactive During Immigration Operations
- **Stars of the Future on January 22:** Join Us to Support the Next Generation of Hospitality Leaders
- **TELL US YOUR STORY:** Share Your Paid Leave Experience
- **Penny Shortage Guidance:** Treasury Department Releases Public Guidance for Small Businesses
- **2026 Advocacy Opportunities:** Registration OPEN for 2026 Advocacy Opportunities
- **Start 2026 off with ServSafe Classes:** Minnesota law requires a certified food manager on staff – is yours current?

- In the News

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



ICE Operations in Minnesota: What You Need to Know



The big picture: Immigration and Customs Enforcement (ICE) operations are underway in Minnesota, creating uncertainty for hospitality employers and employees alike.

- With social media posts and news coverage coming from every direction, it can be overwhelming to separate fact from speculation.

- We're here to help cut through the noise.

Why it matters: Your business may face questions from employees, encounter workplace visits, or need to understand your rights and responsibilities as an employer during enforcement actions.

What we're doing: We've created a [one-stop resource page](#) with practical guidance to help you navigate this situation, including:

- Legal resources for responding to and preparing for potential ICE visits
- How to self-audit your I-9s
- Know-your-rights information from the Immigrant Law Center of Minnesota
- Restaurant-specific guidance from the National Restaurant Association
- Minneapolis-specific resources and city response information

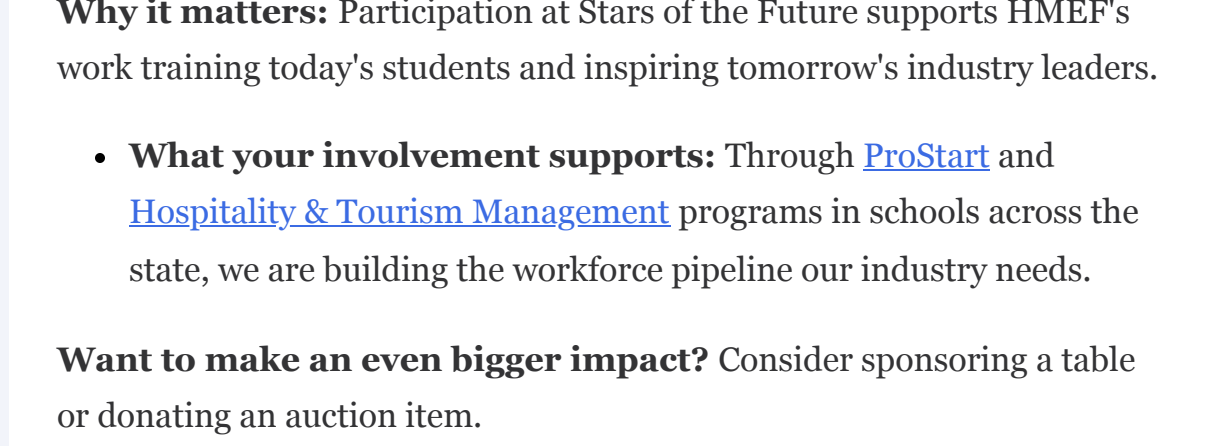
The bottom line: We know this is a stressful and uncertain time for many of you—and for your teams. You are not alone in navigating this.

- **Hospitality Minnesota is here to support you**, answer your questions, and connect you with the resources you need.

Questions? Contact us at info@hospitalitymn.com or (651) 778-2400.

[Immigration Resources](#)

NEXT WEEK: Stars of the Future



Get ready to dine in style! Join us next week for [Stars of the Future | January 22 at the Renaissance Depot!](#)

- **What to expect from this year's event:** Attendees will taste their way through incredible student-crafted creations from 15 different ProStart schools.

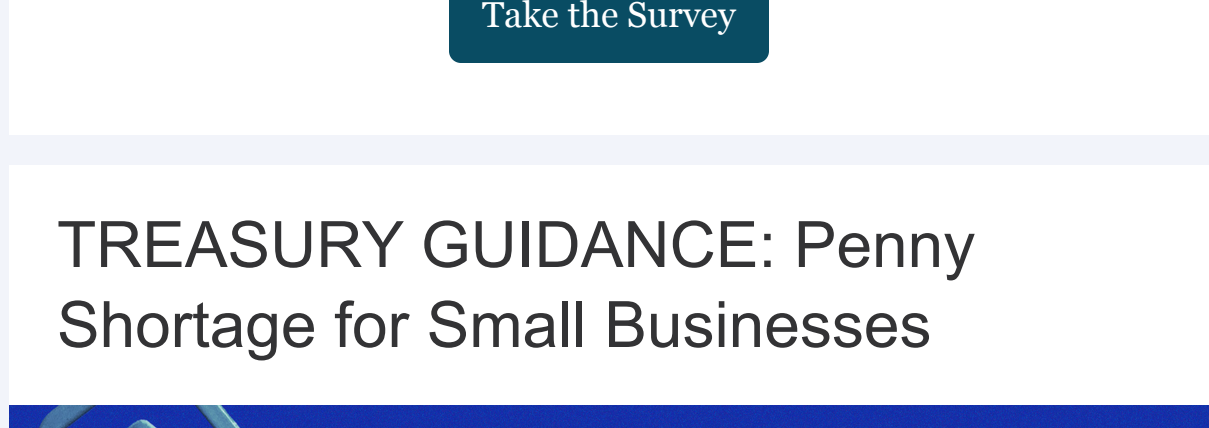
Why it matters: Participation at Stars of the Future supports HMEF's work training today's students and inspiring tomorrow's industry leaders.

- **What your involvement supports:** Through [ProStart](#) and [Hospitality & Tourism Management](#) programs in schools across the state, we are building the workforce pipeline our industry needs.

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

[Register Now](#)

HELP INFORM OUR ADVOCACY: Share Your Paid Leave Experience



We need your data. Hospitality Minnesota is collecting member feedback on the state's Paid Family and Medical Leave (PFML) program to shape our advocacy strategy for the 2026 legislative session.

- **Why it matters:** The 2026 session is our first window to share real-world business impacts with legislators now that the program has launched. Your input ensures we can push for common-sense modifications that protect your bottom line and operational stability.

The big picture: Legislators need to hear more than just "it's difficult"—they need specific data on:

- Expected administrative burdens.
- The financial impact of the 0.88% and 0.66% premiums.
- Staffing challenges related to the 20-week maximum leave.

Go deeper: Take a few minutes out of your day to share your experience and help us build a stronger case for the hospitality industry.

[Take the Survey](#)

TREASURY GUIDANCE: Penny Shortage for Small Businesses

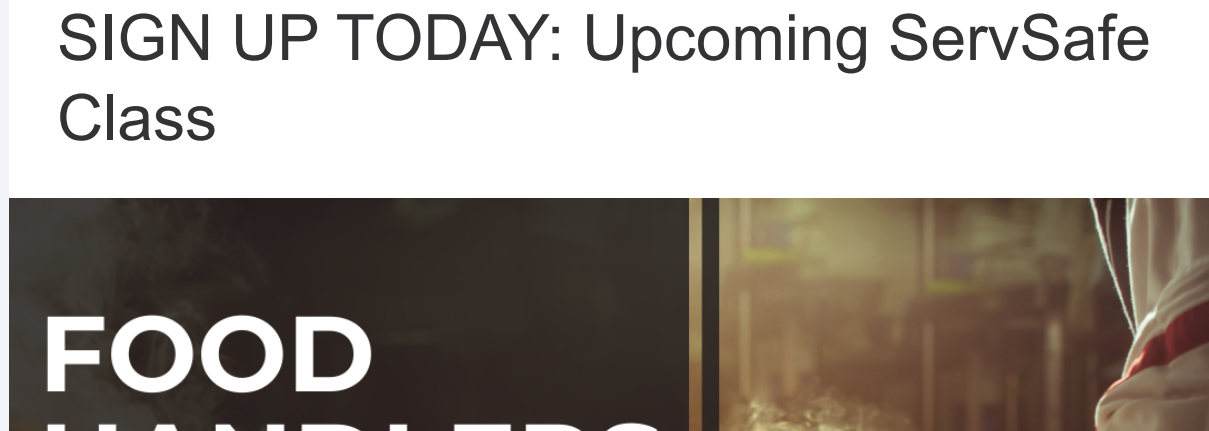


The end of penny production: For decades, the penny has been a staple of American commerce, but shifting economic realities have prompted a significant change in national currency policy. As of late 2025, the U.S. Treasury has suspended the production of new pennies and released [public guidance regarding the change](#).

- **What you need to know:** For business owners and operators, this transition is not merely a change in pocket change; it impacts point-of-sale (POS) workflows, cash handling procedures, and sales tax compliance.

[Check out the Guidance](#)

REGISTER NOW for All Key 2026 Advocacy Opportunities



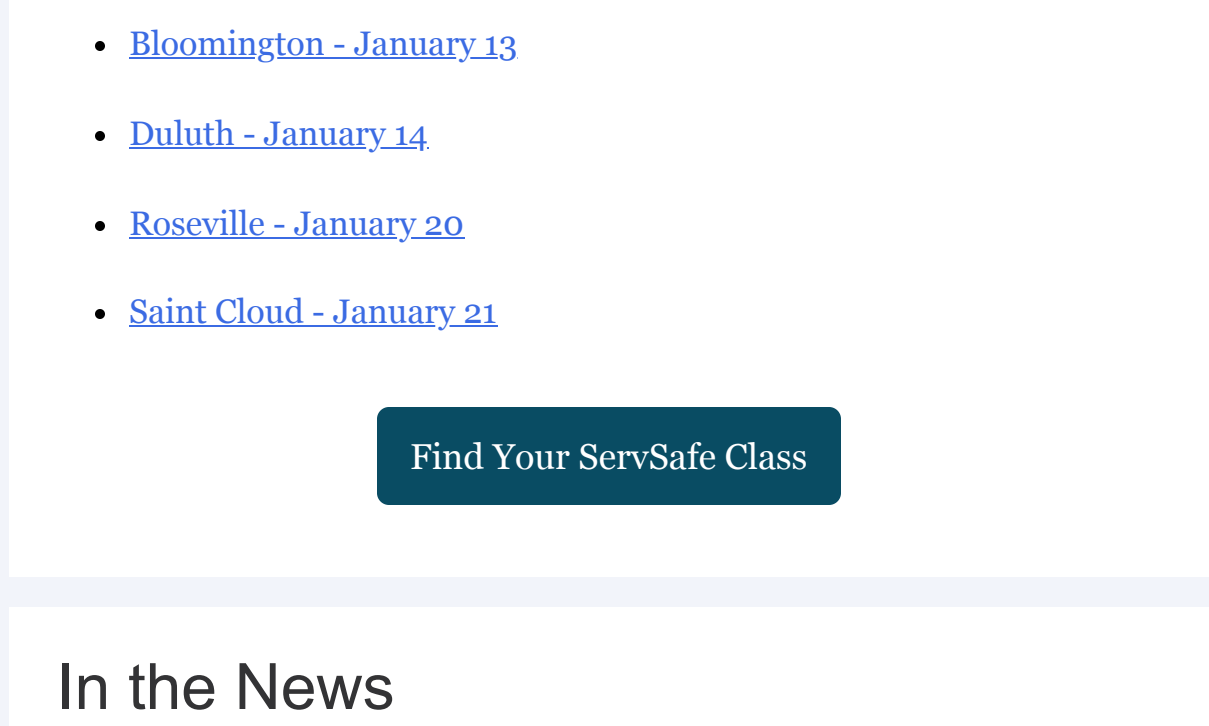
Attention advocates: As of today, registrationS for all three of our key 2026 advocacy opportunities are LIVE.

- **ALL MINNESOTA OPERATORS:** [2026 Day at the Capitol | April 8, 2026 in Saint Paul](#)

- **RESTAURANT OPERATORS:** [Restaurants Act Public Affairs Conference | March 10-12, 2026 in Washington D.C.](#)

- **LODGING OPERATORS:** [Hotels on the Hill | May 12-23, 2026 in Washington D.C.](#)

SIGN UP TODAY: Upcoming ServSafe Class



Did you know: Minnesota law requires at least one certified food manager on staff at nearly every food establishment. Check our Event Calendar for upcoming ServSafe classes!

- [Austin - January 13](#)
- [Bloomington - January 13](#)
- [Duluth - January 14](#)
- [Roseville - January 20](#)
- [Saint Cloud - January 21](#)

[Find Your ServSafe Class](#)

In the News

- [List of Twin Cities restaurants donating proceeds to community organizations](#) | Bring Me The News

See you back here next week!

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