



# Member Update

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By Tony Burton • Jun 23, 2025

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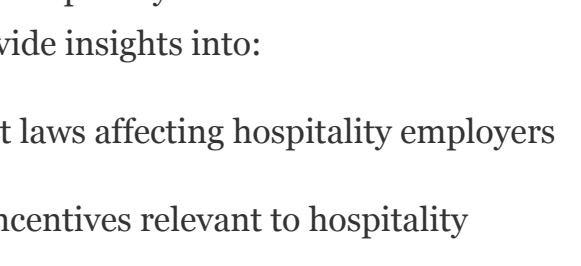
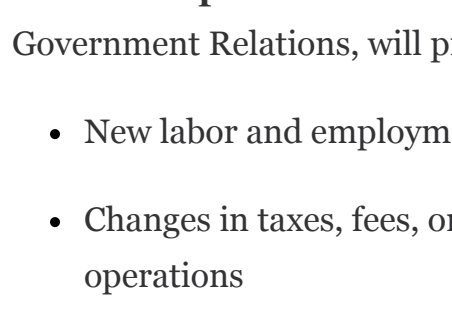
## In today's June 23, 2025 Update:

- Wednesday Webinar: Join Us for Post-Legislative Session Operating Now
- DHS Reverses Guidance on Immigration Enforcement – Get the Latest Update
- Latest Updates on ESST and Paid Leave – What You Need to Know
- Summer of Staycation: Key Performance Metrics Up From May 2024
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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 us](#) to learn more.

## Wednesday Webinar: Join Us for Post-Legislative Session Operating Now



**Attention operators!** Join us this Wednesday at 10 AM for a [Post Legislative Session Operating Now Webinar](#) as we break down the key legislative updates that will impact the hospitality industry across Minnesota.

**What to expect:** Hanna Zinn, Hospitality Minnesota's Director of Government Relations, will provide insights into:

- New labor and employment laws affecting hospitality employers
- Changes in taxes, fees, or incentives relevant to hospitality operations
- Alcohol licensing, public safety, and health regulations updates
- Tourism and workforce development funding outcomes
- and more!

[Register Now](#)

## DHS Reverses Guidance on Immigration Enforcement – Get the Latest Update



**What happened:** Last week, the Department of Homeland Security released guidance directing ICE field offices to immediately resume worksite operations across all industries, including restaurants and hotels.

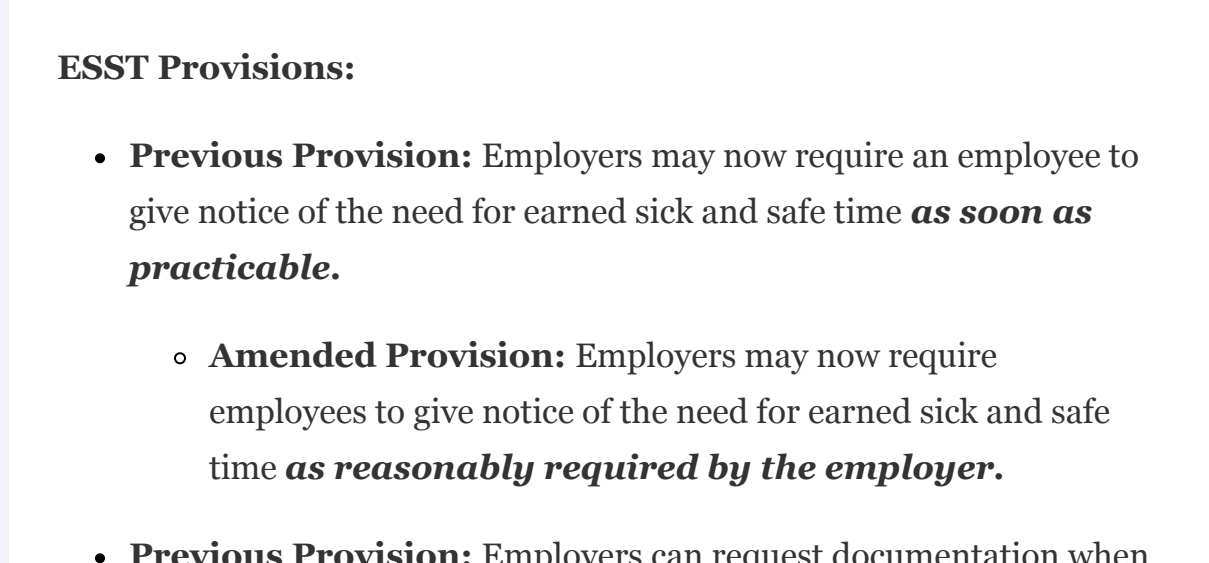
- **What the guidance says:** The prior exemption for restaurants, farms, and hotels has been lifted. DHS emphasized that enforcement applies uniformly—meaning no industry carveouts.

**Stay prepared:** Employers should continue ensuring all hiring and documentation practices comply with federal law. For guidance, watch the Restaurant Law Center [webinar](#).

- **What we're doing:** We're working closely with National Partners to shape immigration and enforcement policy that supports our industry and workforce.

**Go deeper:** For more, read the Washington Post article on the resumed raids [here](#), and visit our full immigration resource hub [here](#).

## Latest Updates on ESST and Paid Leave – What You Need to Know



**What happened:** On June 9, 2025, amendments to Minnesota's Earned Sick and Safe Time (ESST) laws and the Minnesota Paid Leave laws passed the Minnesota legislature. Our friends at [Peters & Kappenman](#) compiled a webpage on the updates passed for both programs.

### ESST Provisions:

- **Previous Provision:** Employers may now require an employee to give notice of the need for earned sick and safe time **as soon as practicable**.
  - **Amended Provision:** Employers may now require employees to give notice of the need for earned sick and safe time **as reasonably required by the employer**.
- **Previous Provision:** Employers can request documentation when an employee uses ESST for more than **three** consecutive days.
  - **Amended Provision:** Employers may request documentation when an employee uses ESST for more than **two** consecutive days.

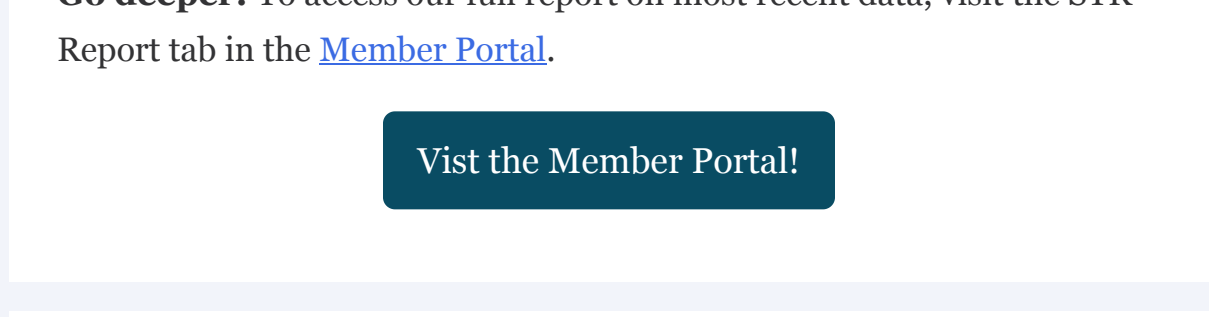
**Paid Leave Provision:** Minnesota Paid Leave laws, Minn. Stat. § 268B.14, subdivision 7 now specifies:

*"In no year shall the annual premium rate exceed 1.1 percent of taxable wages paid to each employee."*

- **Why it matters:** Previously, the cap was 1.2 percent.

[Read About the Updates](#)

## Summer of Staycation: Key Performance Metrics Up From May 2024



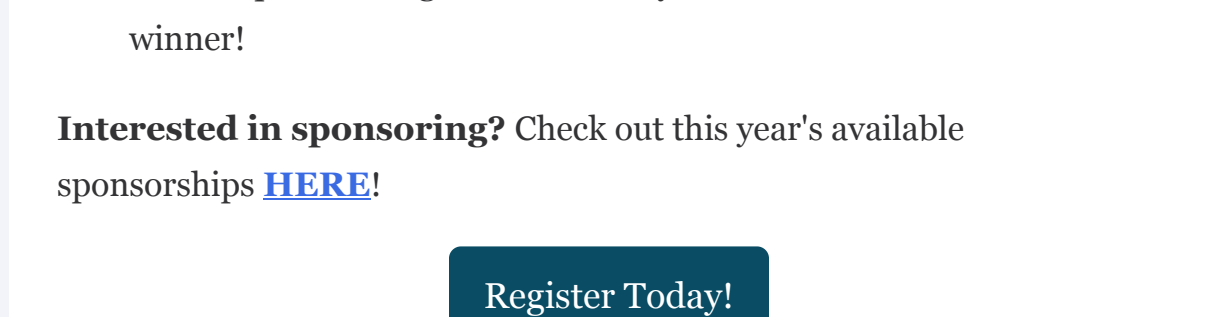
**Summer of Staycation:** Last month, Minnesota hotels reported a 2.1% higher occupancy rate than May 2024, as well as higher average daily rates and higher revenue per available room.

- **Why it matters:** As our industry prepares for Minnesota's [Summer of Staycation](#), our hotels are proving that they're equipped and ready to welcome more guests than this time last year.

**Go deeper:** To access our full report on most recent data, visit the STR Report tab in the [Member Portal](#).

[Visit the Member Portal!](#)

## Hospitality Minnesota Golf Tournament: Early Bird Pricing Almost Gone!



**Calling all golfers!** There's only one week left to access to early bird pricing for the [Hospitality Minnesota Golf Tournament on September 15](#).

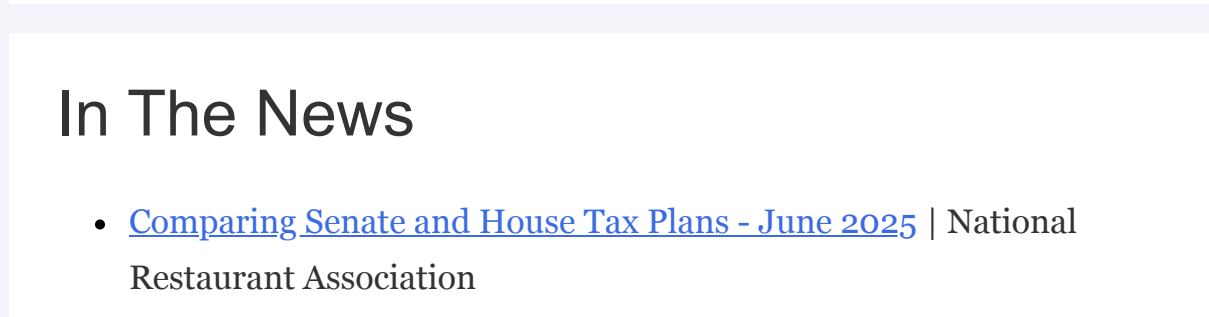
**What to expect:** Attendees will enjoy a great day of networking on the stunning [Lehman 18 course at Cragun's on Gull Lake](#), designed by PGA legend Tom Lehman.

- **Don't miss out!** This premier tournament offers the perfect blend of professional connection, friendly competition, fresh air, and lakeside camaraderie!
- **Not a good golfer?** Don't let that stop you from signing up – we've added a prize for highest score this year – EVERYONE can be a winner!

**Interested in sponsoring?** Check out this year's available sponsorships [HERE!](#)

[Register Today!](#)

## 2025 Hospitality Conference: Join Us in Duluth October 5-7!



**Mark Your Calendars!** We recently announced that the [2025 Hospitality Conference](#) will be hosted October 5-7 at the [Greysolon Ballroom by Blackwoods](#) in Duluth!

**About this year's Conference:** This year, our Conference takes place during peak leaf-peeping season in Duluth, so the views will be great as hospitality professionals from across the state gather for two days of inspiration, education, and connection.

- **Go deeper:** [Click here](#) to view our Working Agenda!

**Book your stay:** Member-only early-bird registration [is now open!](#) We encourage attendees to [book their stay at the Sheraton Duluth Hotel now](#). The room block is open until September 5th, but will sell out quickly.

[Register Now!](#)

## In The News

- [Comparing Senate and House Tax Plans - June 2025](#) | National Restaurant Association
- [2 Twin Cities Restaurants and Chefs Win 2025 James Beard Awards](#) | Eater Twin Cities

## See you back here next week!

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

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