



# Hospitality MINNESOTA

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## Join us Sunday for Stars of the Future



PRESENTED BY *Aimbridge*  
Hospitality

Sunday, December 10, 2023  
3:00 PM - 5:00 PM

Bunker Hills Event Center  
12800 Bunker Prairie Rd NW,  
Coon Rapids, MN 55448

### TICKETS:

includes one beverage and small plate tastings created by ProStart Students and renowned Minnesota chefs

**\$100 PER PERSON (TAX DEDUCTIBLE)**

**\$35 FOR TEACHERS AND PARENTS**

**\$15 FOR STUDENTS**



Stars of the Future is a fundraiser that helps support Minnesota's ProStart culinary and management teams as they travel to Baltimore, Maryland next April for the National ProStart Invitational competition.

Invest in our state's future hospitality workforce by supporting Minnesota's champion ProStart students.

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Join Hospitality Minnesota Education Foundation (HMEF) in Coon Rapids this Sunday, December 10, 2023, for Stars of the Future. You won't want to miss this afternoon of small plate tastings created by Minnesota's future hospitality leaders from the following high schools:

The event will include fantastic live and silent auction items. Here's a sneak peek:

- One-night stay in the Superior Skyline View Room plus breakfast for two at **Four Seasons Hotel Minneapolis**
- Silver Oak Dinner for four at **Manny's Steakhouse**
- Overnight stay at **Royal Sonesta Minneapolis Downtown**
- Steak Dinner Platter for Four at **Pittsburg Blue Steakhouse**

**Can't make it?** Those unable to attend the event are still invited to bid in the silent auction. Our silent auction items will be available by December 7, 2023. Look for a link to the auction in future updates.

Register

## Less than a Month Until Earned Sick and Safe Time Takes Effect



The video thumbnail features a circular logo on the left with the letters 'm' and 'DLI' in white on a blue background. The main text 'Earned sick and safe time overview' is centered in a white sans-serif font. To the right of the text is the logo for the 'DEPARTMENT OF LABOR AND INDUSTRY'. A large red play button icon is positioned in the lower right quadrant of the thumbnail. The background of the thumbnail shows three women in a professional setting, looking at a document on a table.

**Know the Law:** Effective Jan. 1, 2024, Minnesota's ESST law requires employers to provide paid leave to employees who work in the state.

Sick and safe time is paid leave that can be used for certain reasons, including when an employee is sick, to care for a sick family member or to seek assistance if an employee or their family member has experienced domestic abuse, sexual assault or stalking.

Employers must provide employees with one hour of sick and safe time for every 30 hours

worked, up to at least 48 hours each year, unless the employer agrees to a higher amount.

Employers have other responsibilities under the ESST law, including providing the total number of ESST hours available for use and the total number of ESST hours used on employees' earnings statements or paystubs at the end of each pay period.

Also, employers must provide employees with a notice by Jan. 1, 2024, or at the start of employment, whichever is later. The notice must be provided in English and in an employee's primary language if that is not English.

**Get more information:** Utilize the following resources to understand how this change will impact your business.

**Resources from the Department of Labor and Industry:**

- [Employer Notice](#): English | Hmong | Spanish
- [Fact Sheet](#): English | Hmong | Spanish
- [Workplace Poster](#): English
- [Link to DLI's FAQ's on ESST](#)

**Resources From Hospitality Minnesota:**

- [HM Earned Sick and Safe Time Memo](#)
- [Earned Sick and Safe Time](#) (Recorded 9/14/2023)
- [Earned Sick and Safe Time Presentation](#) (Presented 9/14/2023)
- [Paid Family Medical Leave and Earned Safe and Sick Time Call](#) (Recorded 2/5/2023)

## Join us for Small Business Technology - Thriving in the Digital Economy



**MINNESOTA HMONG**  
CHAMBER of COMMERCE

**Join us over lunch hour** at Devil's Advocate on Tuesday, Dec. 12 from 11:30 am - 1:00 pm for a roundtable conversation about how small businesses are using essential digital technologies and mastering tools to succeed.

**Hear from your peers!** A variety of small business leaders will discuss how the digital economy can benefit the interests of today's small businesses. Moderated by Kate Raddatz of Park PR, the panel will include:

- Greg Amundson, President and Founder, InstaTrim
- Erik Forsberg, Owner, Devil's Advocate

- Joe Henry, Executive Director, Lake of the Woods Tourism Bureau
- Andrew Tjernlund, Owner and Seller Central Expert, Tjernlund Services
- Yao Yaj, Executive Director, Minnesota Hmong Chamber of Commerce
- Moderator – Kate Raddatz, Park Street PR

Reserve your space at this free event with a great lunch provided by Devil's Advocate restaurant!

[Register](#)

## HM Signs onto NRA's Joint Employer Letter to Congress



**What's happening:** Hospitality Minnesota and dozens of other State Restaurant Associations have signed a letter to Congress last week, expressing concern with the National Labor Relations Board's final rule in determining joint-employer status.

**What's next:** Support for passing a joint resolution continues to grow, with the first vote likely to occur in the Senate in Q1 of 2024. The National Restaurant Association has secured 33 Senate sponsors/cosponsors, surpassing the threshold needed to discharge the resolution out of the Committee and to the Senate Floor, at the appropriate time.

**Read the letter below:** We will continue to report on the progress of our efforts combatting the NLRB's joint employer on Capitol Hill.

[Read the letter](#)





# WEBINAR

## FTC Seeks Ban on Restaurant Fees



**What's happening:** The National Restaurant Association is hosting a webinar on December 7, 2023 to inform restaurant operators of the Federal Trade Commission's (FTC) recently proposed rule on "Unfair or Deceptive Fees". The proposed rule would require businesses to post total prices for a service or good, which reflects all costs except shipping and government charges.

**Why it matters:** If this proposed rule is adopted as written, restaurant operators will have to rewrite their compensation models, increase their menu prices, and overhaul established business practices. Projected compliance costs top \$3.5B.

Register

## In The News

- [Hospitality community steps up during the holidays; now Minneapolis residents and officials should, too](#) (Angie Whitcomb op-ed) | MinnPost
- [Holiday Train Rolls Into Minnesota](#) | Explore Minnesota
- [Gov. Walz voted chair of the Democratic Governors Association](#) | ABC 6 News
- [DNR reminds people to stay safe on early-season ice](#) | Key C

## Links

[www.hospitalityminnesota.com](http://www.hospitalityminnesota.com)

[HM Member Business Map](#)

[Member Directory](#)

[Hospitality Minnesota Law Review](#)



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