



GOVERNMENT RELATIONS UPDATE

ADVOCATING FOR MINNESOTA'S HOSPITALITY INDUSTRY

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By Hanna Zinn • Aug 01, 2025

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Members of the Minneapolis Hospitality Community – I am reaching out today with an urgent update on a fast-moving ordinance in Minneapolis. I'll break down what's been happening, why it matters, and how you can get involved.

Legislative Alert: Minneapolis City Council Moves to Mandate Employer-Paid Training



The big picture: Recently, council member Linea Palmisano introduced an ordinance to bring the city's Sick and Safe Time policy into alignment with the State of Minnesota's Earned Sick and Safe Time law.

What happened: During a meeting with Hospitality Minnesota, the council member noted her intention to substitute current city language with the state's language.

- **HM's stance:** While we support this intention, one key piece of the ordinance does not match up with the state law—*optional* employer paid training—if an employer is found to be in violation of the law.

Employee testimony: Members of SEIU and CTUL expressed their support for mandatory training as a “proactive” move to ensure employees know their rights before a violation occurs.

Yes, and: At the public hearing for the ordinance this week, Hospitality Minnesota was the only representative of the business community who stood up and took a stand against the training portion of the ordinance.

- **What they're saying:** Other testimony included members of CTUL and SEIU who voiced their frustration with the ordinance, claiming the training language does not go far enough. Many of these testifiers were employees in the restaurant industry who said their rights had been violated by not being informed about Earned Sick and Safe Time.

What's next:

According to the Council: Council members Ellison, Chavez and Council President Payne commented they know other members of the Council are working on amendments to the ordinance that would create mandated employer-paid training.

- **Go deeper:** Watch the full public hearing [here](#).

Why it matters: This mandatory employer-paid training would allow certified worker organizations into your business to conduct PAID employee “Know Your Rights” training that you, as the employer, will have no say in, and will not be able to participate in.

- **Call to action:** We urgently need your voice to be heard. Use [this link](#) to contact your council members and urge them to vote NO on any amendments that would expand the scope of the ordinance to include mandatory employer-paid training.

Take Action Now!

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