



## GOVERNMENT RELATIONS UPDATE

ADVOCATING FOR MINNESOTA'S HOSPITALITY INDUSTRY

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By Hospitality Minnesota • Nov 18, 2025

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**Hello!** Last week, an [Executive Order](#) signed by President Trump that removed certain food and agricultural products from reciprocal tariffs. The details of this action are outlined in the accompanying White House Fact Sheet, available [here](#).

In today's Special Government Relations Update, we'll explain the executive order's positive outcome for our industry and discuss Paid Leave exemption opportunities for certain seasonal operations.

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## Detailed Impact of Executive Order on Food and Agricultural Imports



**The big picture:** Last week's [Executive Order](#) and its corresponding [Fact Sheet](#) specify several product categories that are now exempt from reciprocal tariffs.

- **The now exempted products:**
  - Essential food - Beef, spices, avocados, bananas, oranges, tomatoes, cocoa, and various tropical fruits.
  - Beverage items - Coffee, tea, avocados, and fruit juices.

**Impact on the restaurant industry:** For restaurants, this tariff removal translates into several benefits...

- **Reduced costs:** Lower costs for the exempted products are anticipated.
- **Enhanced sourcing:** There will be greater flexibility in sourcing ingredients.
- **Menu opportunities:** This reduction in cost pressure offers the potential for introducing new or more affordably priced menu offerings.

**Effective date and procedures:** The zero-tariff treatment is applied retroactively, taking effect from November 13th (the date prior to the Executive Order).

- **Refunds are available:** For duties paid on these products on and before November 13, refunds can be secured through U.S. Customs and Border Protection's (CBP) standard processes. For more information on refunds, [go here](#).

**Key details and next steps:** The specifics of the tariff exemptions are detailed in the Executive Order's attached [Annexes](#) document, specifically with Annex II starting on page 3, which includes a comprehensive list of products that are now duty-free. Products newly added to the exemption list are marked with "Addition" in the final column.

**What operators should do:** To capitalize on these changes, companies should take the following actions...

- **Review all invoices** for the newly exempted products.
- **Contact suppliers** to discuss appropriate pricing adjustments reflecting the tariff removal.
- **File for duty refunds** with CBP where applicable.

## Paid Leave Exemption Opportunity for Seasonal Hospitality Employers



**Did you know:** Seasonal hospitality employers in Minnesota have the opportunity to apply for an exemption from the Minnesota Paid Leave requirements and associated premium payments.

- **What's available to certain seasonal employers:** Operators who successfully apply and are approved for this special designation will not be required to provide the mandated Minnesota Paid Leave benefits or pay the corresponding premiums.
- **Don't forget:** Approved employers are required to provide notice of this status to all of their employees.

**Go deeper:** Employers can learn more about and discover how to apply for the seasonal hospitality exemption [here](#).

- **In case you missed it:** Revisit our webinar on Paid Leave [here](#).

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