



GOVERNMENT RELATIONS UPDATE

ADVOCATING FOR MINNESOTA'S HOSPITALITY INDUSTRY

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By Hanna Zinn • Oct 10, 2025

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Happy Friday! Thank you to everyone who made the trip to Duluth this week for our annual fall conference. One of the panel discussions was focused on Paid Leave and how your business can prepare for Jan. 1. In this week's Government Relations Update, I'm highlighting an upcoming event HM is hosting with the Office of Paid Leave, including a dedicated presentation on seasonal employees, and minor updates to labor law posters your workplace is required to post where employees can view them.

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Paid Leave Updates



The big picture: Paid Leave benefits begin January 1, 2026. In anticipation of the rollout of the program, Hospitality Minnesota has partnered with the Office of Paid Leave for an upcoming webinar tailored to the hospitality industry.

The details: As a hospitality employer, you play an important role in helping your employees learn about and access Minnesota Paid Leave. The webinar will provide an overview of the program including how to request an exemption for certain seasonal workers, answer your questions, and help you get ready to meet your responsibilities under Paid Leave.

Preparing Hospitality Employers for Paid Leave

- **Date:** Monday, October 20
- **Time:** 10:45 a.m. - 12:00 p.m.

[Register Here](#)

Yes, and: The Office of Paid Leave recently released a new tax FAQ. The document, which you can access [here](#), provides detailed information about tax deductions, how the benefits will be taxed, and what taxes employers will be responsible for.

Labor Law Posters



What's new: The Department of Labor and Industry have updated their Minimum Wage workplace posters for new minimum wage amounts going into effect on Jan. 1. You can view and print the poster for your workplace [here](#).

- **One more thing:** The Office of Paid Leave has updated their workplace poster translated into 4 additional languages: Hmong, Somali, French, and Spanish. If your workplace needs an additional poster you can find that information [here](#), under "Required poster and notices".

Yes, and: You can get these resources and more labor law posters under the Resources tab our website [here](#).

Thank you reading! Check out past [GR Updates](#) here.

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