



## GOVERNMENT RELATIONS UPDATE

ADVOCATING FOR MINNESOTA'S HOSPITALITY INDUSTRY

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By Hanna Zinn • Jun 11, 2025

Smart Brevity® count: 4 mins...1012 words

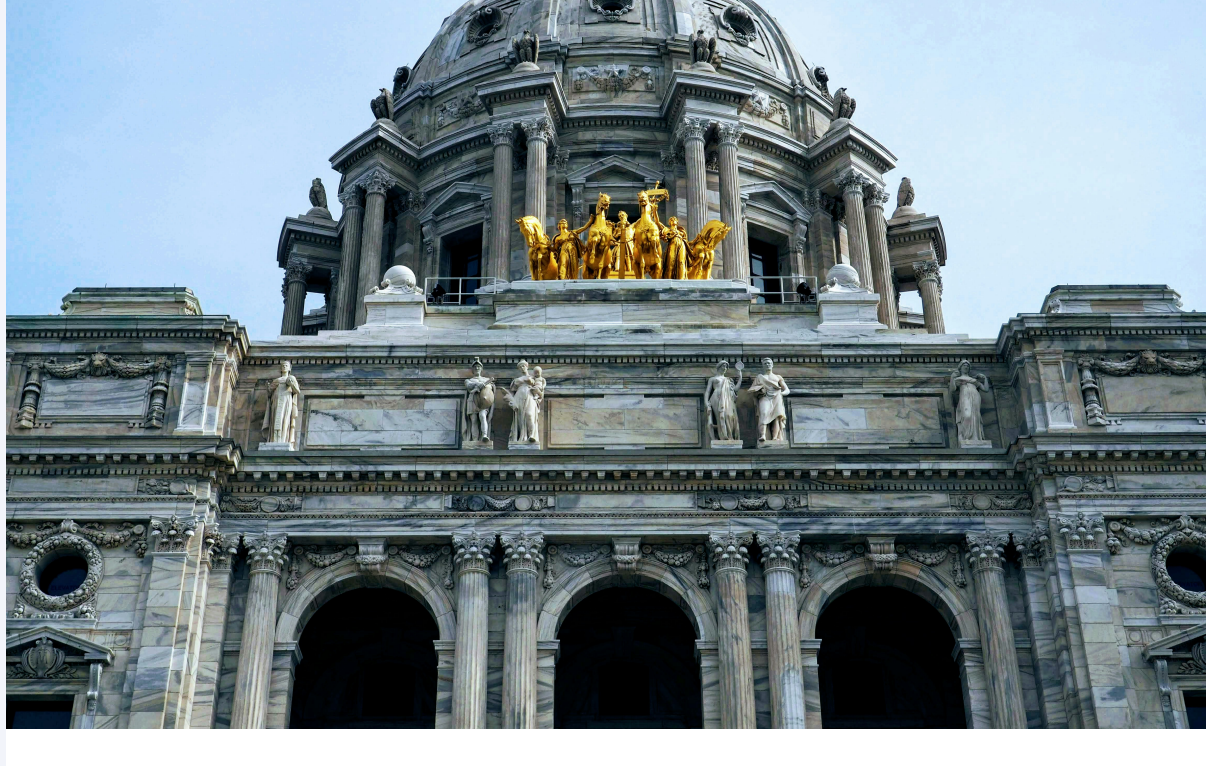
### The 2025 Legislature has officially wrapped up it's work.

Following two weeks of working group meetings, closed door negotiations, and almost daily press conferences, on Monday night the House and Senate approved a \$66 billion budget deal. Tensions were high heading into Special Session, with a controversial deal made over undocumented immigrant's access to the state's health insurance plan MinnesotaCare.

Legislators also voiced their frustration during floor debate over the transparent nature of how these budget bills were compiled. I've got a breakdown of what was passed and what it means for you in this special Government Relations Update.

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## Session Snapshot



**The big picture:** Session is over and now the work begins to read through all the bills that have passed. HM is working on a larger end of session review document, but for now I'll share the most impactful pieces of legislation and what they mean for your business.

### Jobs, Economic Development & Labor: [SF17/HF15](#)

#### Earned Sick and Safe Time Modifications:

- If the need for ESST is unforeseeable, employers may now require an employee to give notice as reasonably required by the employer. Previously, employees only needed to give notice "as soon as practicable"
- If an employee plans to take leave for more than two consecutive days, an employer may require documentation. Changed from three days previously.
- An employee may now voluntarily seek or trade shifts with another employee to cover the hours they will use as ESST.
- Employers may now frontload ESST hours based on the number of hours the employee is anticipated to work. If that frontloaded amount is less than the amount the employee would accrue based on actual hours worked, the employer must make up the difference and provide additional ESST hours.

#### Rest Breaks:

- Employers must allow each employee a rest break of at least 15 minutes or enough time to utilize the restroom within each four consecutive hours of work.
- Employers must allow each employee a meal break of at least 30 minutes for each six consecutive hours worked.
- Penalties for this provision were originally proposed at \$1,000 per violation; however, these penalties were removed. If an employer does not provide rest breaks, they will be liable to the employee for rest break time that should have been allowed at an employee's set wage rate plus any additional amounts as liquidated damages.

#### Paid Family Medical Leave:

- DFL lawmakers and the Governor drew hard lines that no changes would be made to the state's Paid Family Medical Leave benefit set to go into effect on Jan. 1, 2026. They were successful in this fight and only a small change to the annual premium rate was achieved. The annual premium rate shall not exceed 1.1% of taxable wages paid to each employee; this was a change from 1.2%.

### Health, Children & Families: [HF2/SF6](#)

#### Fee Increases:

- A key part of the global agreement reached by legislative leadership included fee increases for state health and licensing boards. These fees were pre-determined by the state departments and the Governor's budget targets. HM will have more details on these increases in the coming weeks.
- Establishment Fee Increases – All food and beverage service establishments, except special event food stands, and all hotels, motels, lodging establishments, public pools, and resorts shall pay an annual base fee of \$300 (Increase from \$165)
- Statewide Hospitality Fee Increase - \$50 annual statewide hospitality fee for each licensed activity (increase from \$40)

#### Hot Tub Regulation:

- Spa pools on rental property.
  - A spa pool intended for seated recreational use, including a hot tub or whirlpool, that is located on the property of a stand-alone, single-unit rental property, offered for rent by the property owner or through a resort, and that is only intended to be used by the occupants of the rental property:
    - (1) is not a public pool;
    - (2) is exempt from the requirements for public pools; and
    - (3) may be used by renters so long as:
      - (i) the water temperature in the spa pool does not exceed 106 degrees Fahrenheit; and
      - (ii) prior to check-in by each new rental party, the resort or property owner tests the water in the spa pool for the concentration of chlorine or bromine, pH, and alkalinity, and the water in the spa pool meets the requirements for disinfection residual, pH, and alkalinity in Minnesota Rules, part 4717.1750, subparts 4, 5, and 6.
  - A spa pool intended for seated recreational use, including a hot tub or whirlpool, that is located on a houseboat that is rented to the public:
    - (1) is not a public pool;
    - (2) is exempt from the requirements for public pools; and
    - (3) is exempt from the requirements under paragraph (b), clause (3).
  - A political subdivision must not adopt a local law, rule, or ordinance that prohibits the operation of, or establishes additional requirements for, a spa pool that meets the criteria in paragraph (b) or (c).
  - A spa pool under this subdivision must be conspicuously posted with the following notice and must be provided to renters upon check in:

"NOTICE

This spa is exempt from state and local anti-entrapment and sanitary requirements that prevent waterborne diseases such as Legionnaires' disease, Pseudomonas folliculitis (hot tub rash), and chemical burns and is not subject to inspection.

USE AT YOUR OWN RISK

This notice is required under Minnesota Statutes, section 144.1222, subdivision 2d."

### Commerce and Consumer Protection: [HF4/SF4](#)

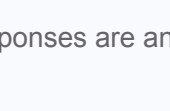
- The so-called "Key Ban" will be delayed thanks to the efforts of the business community. The bill includes a three-year delay in the implementation of the law banning lead cadmium-based key manufacturing, allowing time for new alternatives to be researched.

**What's next:** These bills now head to the Governor's desk to be signed into law. HM will spend the next days and weeks sifting through these bills to create a session wrap-up document to be shared with our members. Stay tuned, and don't hesitate to reach out to [Hanna](#) with any questions or concerns you have.

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

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