



# Member Update

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By Tony Burton • Dec 09, 2024

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## In today's December 9, 2024 Update:

- Spoil the Foodies of Your Life with **Stars of the Future Tickets!**
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- Campgrounds: You're Included in Our 20% BMI Member Discount
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- In the News

Is your organization interested in sponsorship? [Email Kate](#) to learn more.



## Spoil the Foodies of Your Life with Stars of the Future Tickets!

# GIFT IDEA:

SPOIL THE FOODIES IN YOUR LIFE WITH TICKETS TO STARS OF THE FUTURE!

We know you have good taste, enjoy the Four Seasons!

FOUR SEASONS | JANUARY 22, 2025 | 6 - 9 PM

**Calling all friends of festive foodies!** If you're looking for the perfect holiday gift for the food fanatics in your life, look no further! Next month's [Stars of the Future fundraiser](#) at the [Four Seasons](#) will be the can't-miss culinary event of the year, with special guests [Zoë François](#) and [Jason Derusha](#).

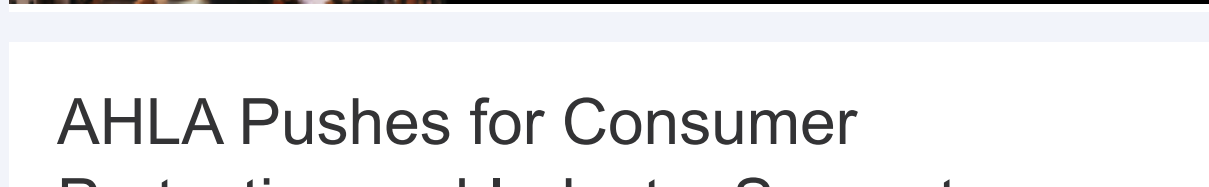
**A night to remember:** Attendees will experience an unforgettable evening dedicated to the future of Minnesota's hospitality industry. The event will feature:

- **Food:** Amuse-bouche by ProStart students and a grazing table by Four Seasons
- **Auction:** Exclusive experiences to support our workforce initiatives
- **Host:** [Jason DeRusha](#), Minnesota's beloved broadcaster & food critic
- **Fireside Chat:** Zoë François, founder of [Zoë Bakes](#), shares her inspiring journey

**The gift of giving:** By purchasing tickets for the biggest culinary fans in your life, you're not just gifting them a great experience - *you're also securing the future of an industry we all love.* All event proceeds will help our Foundation support the over 13,000 individuals across the state enrolled in our hospitality training programs.

- **The bottom line:** The foodies in your life care about the future of our industry, and gifting loved ones with the things that matter most to them is the secret to an unforgettable holiday. Gift them with tickets to Stars of the Future!

Purchase Tickets



## AHLA Pushes for Consumer Protection and Industry Support



**What's happening:** The [American Hotel & Lodging Association \(AHLA\)](#) is [urging Congress to pass several key pieces of legislation](#) before the end of the year. These bills include:

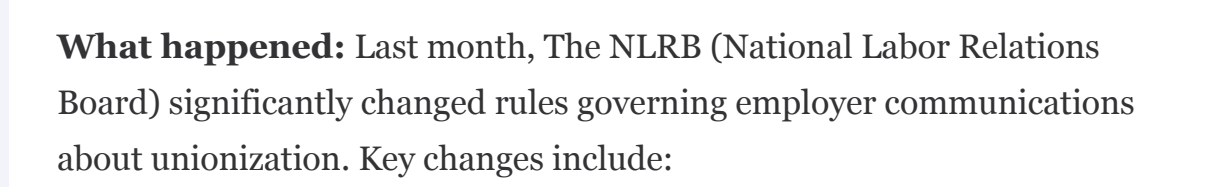
- **Lodging fee transparency legislation:** To protect consumers by establishing a single and transparent nationwide standard for mandatory lodging fee displays.
- **The HOTEL Act:** To encourage federal workers to stay in hotels with anti-human trafficking programs.
- **The Closing the Workforce Gap Act:** To help hoteliers address the nationwide labor shortage.
- **The Red Tape Reduction Act:** To help account for unreported income within the short-term rental industry.

AHLA believes these bills will benefit hoteliers, employees, and consumers.

Read more



## NLRB Changes Union Rules: What You Need to Know



**What happened:** Last month, The NLRB (National Labor Relations Board) significantly changed rules governing employer communications about unionization. Key changes include:

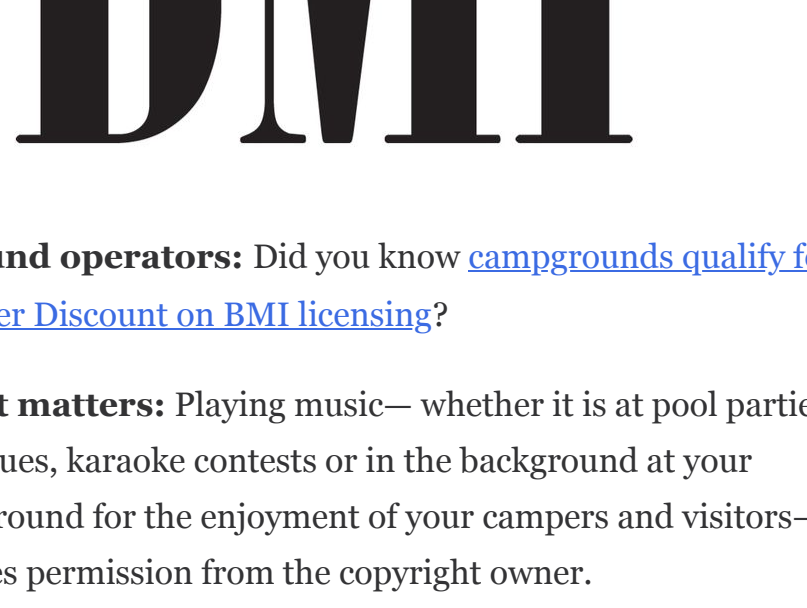
- **Captive Audience Meetings:** Employers can no longer *require* employee attendance at unionization meetings.
- **Employer Speech:** Statements about potential union impacts must be carefully worded to avoid legal issues.

**Stay informed and compliant.** Read more about these changes and their implications for your business:

- [NLRB Update on the Captive Audience Rule](#)
- [NLRB Update on the Employer Statements About Unionization Standard](#)



## Campgrounds: You're Included in Our 20% BMI Member Discount



**Campground operators:** Did you know [campgrounds qualify for our 20% Member Discount on BMI licensing?](#)

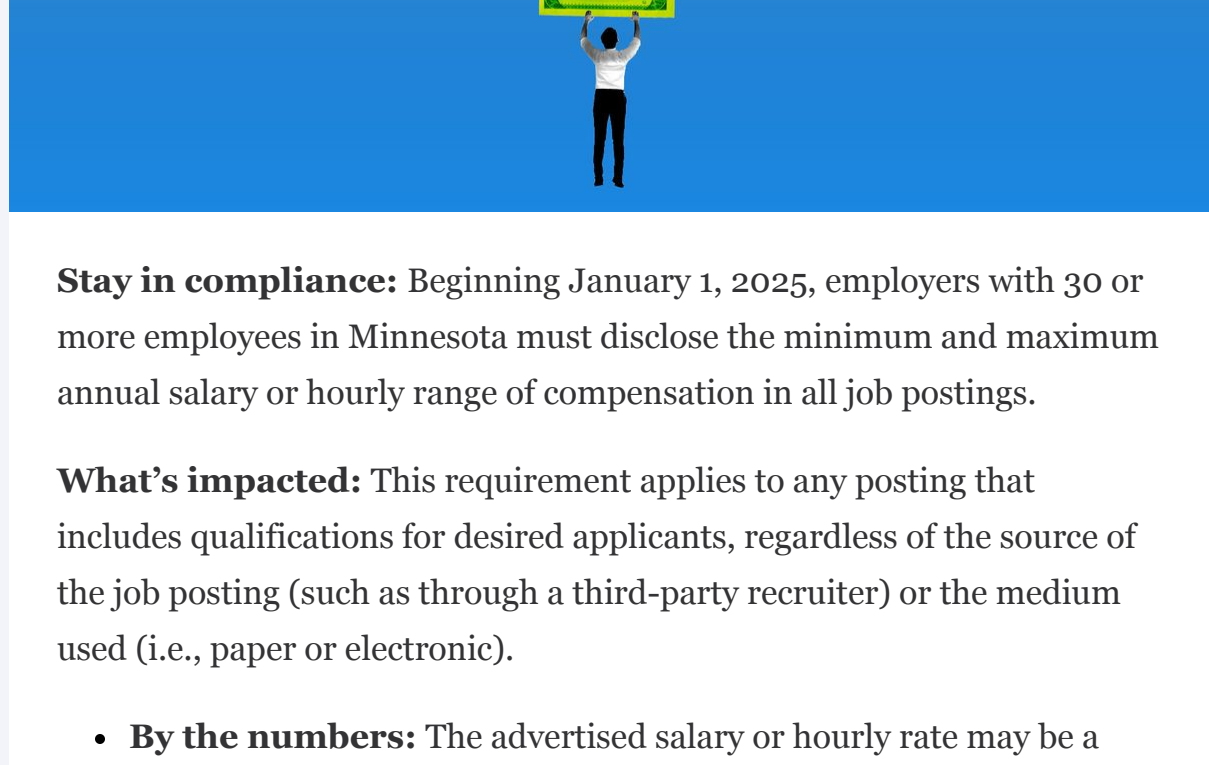
- **Why it matters:** Playing music— whether it is at pool parties and barbeques, karaoke contests or in the background at your campground for the enjoyment of your campers and visitors— requires permission from the copyright owner.

**The bottom line:** A BMI music license gives you the necessary copyright permission to play over 22.4 million songs in BMI's award-winning repertoire and ensures that music creators are compensated for their work. As an HM member, you can get 20% off your invoice.

- **Be prepared:** As you prepare for 2025's camping season, ensure that you can fill your campground with the music that will keep your campers coming back!

Learn more

## New Pay Transparency Law Goes Into Effect January 1, 2025



**Stay in compliance:** Beginning January 1, 2025, employers with 30 or more employees in Minnesota must disclose the minimum and maximum annual salary or hourly range of compensation in all job postings.

**What's impacted:** This requirement applies to any posting that includes qualifications for desired applicants, regardless of the source of the job posting (such as through a third-party recruiter) or the medium used (i.e., paper or electronic).

- **By the numbers:** The advertised salary or hourly rate may be a fixed pay rate instead of a range (e.g., "\$20 per hour") but may not be left open-ended (e.g., "up to \$20 per hour" or "starting at \$20 per hour").

**Yes, and:** Importantly, in addition to pay information, employers are required to provide "a general description of all of the benefits and other compensation" offered to applicants, such as health or retirement benefits.

- **Go deeper:** [Learn more here.](#)

## In the News

- [Minnesota's projected budget surplus shrinks to \\$616 million](#) | Axios Twin Cities
- [10 Things To Do in Minnesota This Winter](#) | Explore Minnesota
- [Chi-Chi's restaurant chain returning in 2025, first stores opening in Minnesota](#) | FOX 9 Minneapolis-St. Paul

## See you back here next week!

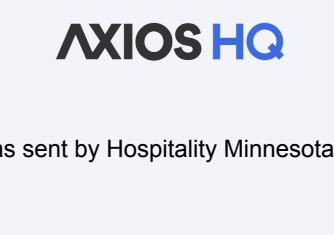
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