

By Hanna Zinn ● Aug 22, 2025

Smart Brevity® count: 2 mins...589 words

Welcome back. I hope you all are enjoying the end of the summer season! I'm back in your inboxes today to give you an update on the Minneapolis Earned Sick and Safe Time ordinance and new workplace regulation poster information you need to know about. Enjoy the new State Fair foods if you plan on attending – I'm excited and intrigued by the cannoli gelato nachos, the pizza cheese curd tacos, and triple chocolate mini donuts!

S Marie

Local Lookout



ordinance to bring the City's Earned Sick and Safe Time into compliance with the State's law. One piece of this ordinance aims to codify employer paid training provided by the City's Civil Rights Department as a potential remedy for employers who are found in violation of the ordinance.

Go deeper: At a public hearing for the ordinance Hospitality Minnesota

The big picture: Council Member Linea Palmisano has introduced an

was the only representative of the business community who stood up and took a stand against the training portion of the ordinance. 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.

• Yes, and: At the City Council meeting yesterday, Council Vice

September 11th while the City Attorney reviews her amendments.

Based on conversations with city staff and other comments made by
Council Members, we expect these amendments to include
mandatory employer-paid training to be conducted by union
organizers.

What they're saying: During the council meeting, Council Member
Palmisano noted she would allow the ordinance to be delayed, but

President Aisha Chughtai requested the ordinance be delayed until

"If there are small changes that we can provide in this next cycle from our city attorney that are not part of the larger body of work that needs to be deeply analyzed, and they do feel pretty confident they can be ready with those, I am agreeable to one more delay until our council meeting on September 11th. Council Member Chughtai can maybe share a little more detail on what those changes might

be, she has not discussed them with me, though through

reiterated her intention to move the ordinance forward without

amendments:

Increases

this fall.

conversation with the city attorney, they are small albeit deviations from the state language."

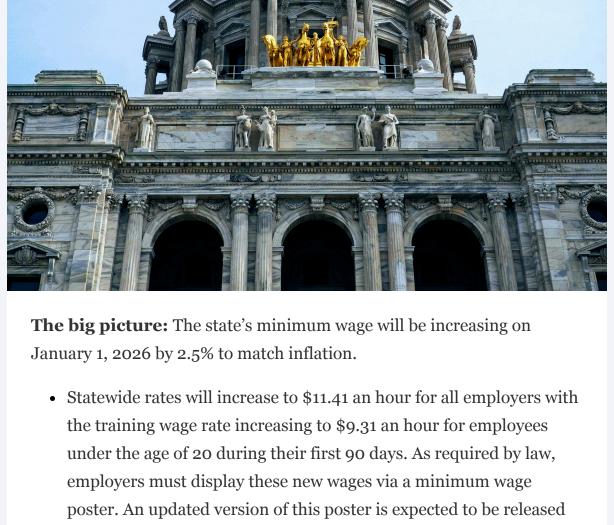
What's next: Hospitality Minnesota continues to meet with city staff and other stakeholders to determine what these amendments will entail.

• Our stance: We remain committed to opposing any amendments

that would require outside organizations into private business. We

will keep you posted on any upcoming action steps you can take.

Statewide Spotlight - Minimum Wage



Yes, and: The State Paid Leave office recently released the labor law poster you will need to post for your employees beginning Jan. 1, 2026. You can find this poster, and other labor law posters, on our website here.

Thank you reading! Check out past <u>GR Updates</u> here.

www.hospitalityminnesota.com



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