



GOVERNMENT RELATIONS UPDATE

ADVOCATING FOR MINNESOTA'S HOSPITALITY INDUSTRY

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By Hanna Zinn • Aug 22, 2025

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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!

Local Lookout



The big picture: Council Member Linea Palmisano has introduced an 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 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 President Aisha Chughtai requested the ordinance be delayed until 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 reiterated her intention to move the ordinance forward without amendments:

“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 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 Increases



The big picture: The state's minimum wage will be increasing on January 1, 2026 by 2.5% to match inflation.

- Statewide rates will increase to \$11.41 an hour for all employers with the training wage rate increasing to \$9.31 an hour for employees under the age of 20 during their first 90 days. As required by law, employers must display these new wages via a minimum wage poster. An updated version of this poster is expected to be released this fall.

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 [GR Updates](#) here.

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