



By Kaleb McCulloch • Jul 31, 2024

Smart Brevity® count: 3 mins...773 words

**From the Desk of Kaleb McCulloch:** As today is my last day with Hospitality Minnesota, I want to extend my heartfelt thanks to each of you for the incredible support, collaboration, and camaraderie we've shared. Working alongside such passionate and dedicated professionals has been a true privilege, and it has been apparent why each of you are in the hospitality business. It's not easy running a hospitality business, but the resilience I've witnessed from countless members is something I'll will always remember. I'm confident that the team at Hospitality Minnesota will continue advocating on your behalf and make a meaningful impact representing the hospitality industry. Wishing you all the best of luck and continued success in your business, and please reach out if you would like to connect in the future.

Best,

Kaleb McCulloch

320-515-1801

## National Labor Relations Board Drops Joint Employer Appeal



**Some background:** In October 2023, the National Labor Relations Board (NLRB) released a final rule that would have changed the standard the federal government uses to determine when two or more employers are jointly responsible for a shared group of workers' terms and conditions of employment.

- The rule would have made it easier for the NLRB to declare joint-employer status in business relationships, and enabled unions to organize by company rather than property by property.

**Yes, but:** Several business associations, including the Restaurant Law Center and the AHLA, challenged the validity of the regulation in the Eastern District of Texas federal court and prevailed in a March ruling. The NLRB immediately appealed the decision.

- **What happened:** The NLRB has officially dismissed its appeal of the Eastern District of Texas decision to vacate the 2023 Joint Employer Rule. The 2020 Final Rule, which requires direct and immediate control to establish a joint employer relationship, remains in effect.

## Minnesota Labor Law Changes Going Into Effect on August 1, 2024



**The big picture:** Several labor-related laws are set to go into effect on August 1, 2024, that businesses should be aware of. These changes include:

- **Credit card and e-payments:** Starting August 1, 2024, employees must receive the full amount of tips paid by card or e-payment. Before this date, employers could deduct the swipe fee for these payments from tips. Now, employers must give the full tip amount to workers. Gratuities received through credit cards or other types of electronic payments must be paid to the employee in the next pay period.
- **Earning statement:** Starting August 1, 2024, Minnesota employers must save employee earnings statements or paystubs for three years. This is for both current and past employees.
- **What's next:** Pregnant workers and new parents: Starting August 1, 2024, pregnant employees can take prenatal medical leave without it counting against an employee's pregnancy and parental leave. In addition, they will still get the same health benefits during pregnancy and parental leave and their employer will contribute as if they were working.
- **REMINDER:** Personnel records: As of July 1, 2024, all workers in Minnesota can request to see their [personnel or work records](#) every six months and challenge any information they disagree with. Employers must tell new hires about these rights and cannot retaliate against employees for using them. This law now applies to all employers with at least one employee.

## Minnesota Chamber Hosts Webinar with Minnesota Department of Labor



**Some background:** The Minnesota Chamber recently hosted a webinar with the Minnesota Department of Labor (DLI).

- **Why it matters:** The purpose of this recorded series is to provide an overview of policies and laws, connect with experts and equip business leaders with an understanding of compliance requirements and upcoming changes.

**The webinar** features experts from DLI including Josiah Moore, Legislative Director, and Dave Skovholt, Education and Engagement Program Administrator in the Labor Standards Division.

[View Webinar](#)

## Minimum Wage Increase for Small Businesses in Minneapolis, St. Paul



**The big picture:** The minimum-wage rates in Minneapolis and St. Paul increased on July 1, 2024.

- **In Minneapolis,** the minimum wage increased to \$15.57 for small businesses, or those with 100 or fewer employees.
- **In St. Paul,** the minimum wage increased to \$14 for small businesses with six to 100 employees and \$12.25 for microbusinesses for five or fewer employees.

**Go deeper:** For more information about relevant minimum-wage rates, visit:

- [Minneapolis](#)
- [St. Paul](#)
- [Minnesota](#)

## Beyond the Headlines: Minnesota's Political Landscape



- [If Walz becomes Vice President, what happens in Minnesota?](#)
- [WCCO investigates the state of Minnesota's dams and what's being done to reduce the risk](#)
- [\\$200 million for climate-smart food systems in Minnesota](#)

### That's all. Have a great weekend!

Interested in sponsoring this newsletter? Get your company's logo on our banner. [Click here](#) to learn more and contact [Tony](#) if interested.

#### Feedback

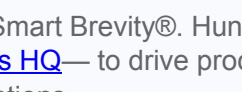
Anonymously tell us what you thought of this edition. Your responses will help us create better content for you!

Was this edition useful?



[Unsubscribe](#)

This newsletter is powered by



Like this email style and format?

It's called Smart Brevity®. Hundreds of orgs use it — in a tool called [Axios HQ](#) — to drive productivity with clearer workplace communications.