Doing Business in Waconia, Minnesota

2019 will surely be a year of…. well, we just don’t know, do we?

My philosophy is always that the glass is half full. I think there are opportunities where some see road blocks, change can be good – even when it’s hard. I’m speaking in general terms here! Your Chamber is here to provide support of all kinds and we are so glad to be in business FOR business.

Here’s something we do know - that there are plenty of conversations happening about the potential labor mandate proposals in the 2019 Legislative Session including paid sick and safe leave; paid parental leave; paid family leave; increased minimum wage; scheduling rules as well as changing the legal standard for sexual harassment.

As business owners and employees, there is a lot at stake, and mandates can affect how business is done. **I would like to hear from you**… what paid sick and safe leave policies do you already have in place? Do you already offer parental leave? Paid family leave? How does a mandated minimum wage increase in different cities within Minnesota affect your business? Do scheduling rules make sense for your business? Have you considered what a change in the legal standard for sexual harassment might mean for your business? If our legislators don’t hear from you, they don’t know. When your business makes the time to tell your story, it can really make a difference to the entire business community. Opening day of the 91st Session of the Minnesota Legislature is Tuesday, January 8, 2019. If you’d like to send an email, below are the addresses for Waconia’s Minnesota State elected officials:

Representative Jim Nash District 47A Rep.Jim.Nash@House.MN

Senator Scott Jensen District 47 Sen.Scott.Jensen@Senate.MN

**Save the date for breakfast: Friday February 8th Legislative Breakfast with the Southwest Metro Chamber and our elected officials. Watch for more details…**

 Below is the MN Department of Labor & Industry December 2018 Wage and Hour Bulletin in case you haven’t seen it.

We at the Waconia Chamber are excited for another great year in Waconia. Please know that thanks to you, we are here to help make it so. Don’t hesitate to contact us with any questions or concerns or ideas that you might have.

Cheers!

Kellie

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| minnesota department of labor and industry |

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| Wage and Hour Bulletin |

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| December 2018New state minimum wage as of Jan. 1, 2019 |

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| Minnesota's minimum-wage rates will be adjusted for inflation beginning Jan. 1, 2019, to $9.86 an hour for large employers and $8.04 an hour for other state minimum wages.Minimum-wage rates of Jan. 1, 2019The following are Minnesota's minimum-wage rates as of Jan. 1, 2019.* Large employers must pay at least $9.86 an hour when the employer's annual gross revenues are $500,000 or more.
* Small employers must pay at least $8.04 an hour when the employer's annual gross revenues are less than $500,000.
* The training wage rate, $8.04 an hour, may be paid to employees younger than 20 years of age for the first 90 consecutive days of employment.
* The youth wage rate, at least $8.04 an hour, may be paid to employees younger than 18 years of age.

Why the state minimum wage is increasingUnder Minnesota law, the commissioner of the Department of Labor and Industry is required to determine and announce the inflation-adjusted minimum-wage rate each year by Aug. 31. This year, the change in the price deflator is an increase of 2.16 percent. |

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| Minneapolis minimum wage increase effective July 1, 2019The Minneapolis minimum wage increases July 1, 2019. Learn more about the increase, implementation and enforcement at [www.ci.minneapolis.mn.us/minimumwage](http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbXNpZD0mYXVpZD0mbWFpbGluZ2lkPTIwMTgxMjI2Ljk5NDgwODQxJm1lc3NhZ2VpZD1NREItUFJELUJVTC0yMDE4MTIyNi45OTQ4MDg0MSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE4NDE2MDE1JmVtYWlsaWQ9bWFyay5qYWNvYnNAY28uZGFrb3RhLm1uLnVzJnVzZXJpZD1tYXJrLmphY29ic0Bjby5kYWtvdGEubW4udXMmdGFyZ2V0aWQ9JmZsPSZleHRyYT1NdWx0aXZhcmlhdGVJZD0mJiY=&&&100&&&http://www.ci.minneapolis.mn.us/minimumwage/MINIMUM-HOME?utm_medium=email&utm_source=govdelivery) or call the Minneapolis Department of Civil Rights at 612-673-3012.New minimum-wage poster is available onlineMinnesota law requires employers to display five state-mandated posters in a location where employees can easily see them. [Download the free poster pack here](http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbXNpZD0mYXVpZD0mbWFpbGluZ2lkPTIwMTgxMjI2Ljk5NDgwODQxJm1lc3NhZ2VpZD1NREItUFJELUJVTC0yMDE4MTIyNi45OTQ4MDg0MSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE4NDE2MDE1JmVtYWlsaWQ9bWFyay5qYWNvYnNAY28uZGFrb3RhLm1uLnVzJnVzZXJpZD1tYXJrLmphY29ic0Bjby5kYWtvdGEubW4udXMmdGFyZ2V0aWQ9JmZsPSZleHRyYT1NdWx0aXZhcmlhdGVJZD0mJiY=&&&101&&&http://www.dli.mn.gov/about-department/workplace-posters?utm_medium=email&utm_source=govdelivery), which includes all five posters, plus the minimum-wage poster that will be effective Jan. 1, 2019.Questions?Labor Standards serves the citizens of Minnesota by providing information about the state's wage, hour and employment laws.Phone:  651-284-5070 or 800-342-5354Email:  dli.laborstandards@state.mn.usWebsite:  [www.dli.mn.gov](http://links.govdelivery.com:80/track?type=click&enid=ZWFzPTEmbXNpZD0mYXVpZD0mbWFpbGluZ2lkPTIwMTgxMjI2Ljk5NDgwODQxJm1lc3NhZ2VpZD1NREItUFJELUJVTC0yMDE4MTIyNi45OTQ4MDg0MSZkYXRhYmFzZWlkPTEwMDEmc2VyaWFsPTE4NDE2MDE1JmVtYWlsaWQ9bWFyay5qYWNvYnNAY28uZGFrb3RhLm1uLnVzJnVzZXJpZD1tYXJrLmphY29ic0Bjby5kYWtvdGEubW4udXMmdGFyZ2V0aWQ9JmZsPSZleHRyYT1NdWx0aXZhcmlhdGVJZD0mJiY=&&&102&&&http://www.dli.mn.gov?utm_medium=email&utm_source=govdelivery) |

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