

Seasonal hospitality employment

Seasonal hospitality employers can request a special designation for certain *seasonal hospitality employment*. If you request this designation – and your request is approved – employees working in designated employment cannot take leave from your business, and premiums are not owed on their wages.

Seasonal Hospitality Employment Designation

To designate seasonal hospitality employment, you must submit a request and meet three criteria:

1. You must be an employer in the hospitality industry.
2. Your organization must qualify as seasonal.
3. Your seasonal hospitality employees must be employed no more than 150 days in a 52-week period.

The designation applies to individual employment, not to your entire business. When you designate seasonal hospitality employment:

- Employees working in designated employment can't take Paid Leave time away from your business.
- Premiums are not owed on their wages.

Do I qualify as a hospitality employer?

To be approved for a designation, your business must be in the hospitality industry.

Hospitality employers include:

- Restaurants, hotels, motels, lodges, resorts
- Food stands, food trucks, school or special event concession stands
- Mobile and seasonal food businesses

Do I qualify as a seasonal employer?

Seasonal employers bring in most of their revenue within six months of the year. To prove you are a seasonal employer, you must submit receipts from the prior calendar year.

- Gross receipts from your **six highest months of sales** must be three times greater than the receipts from your **six lowest months**. The months do not need to be consecutive.

For example, you would qualify as a seasonal employer if your 2024 gross sales receipts show:

- January to June average sales = \$100,000
- July to December average sales = \$300,000

You must submit receipts each year to prove you are still seasonal.

Employer responsibilities

To employees:

If you plan to designate seasonal hospitality employment, you must:

- Notify affected employees in writing. A sample notice is available from Paid Leave in multiple languages.
- Notify them when you offer the job (or by Dec. 1, 2025, if they are already employed).
- Get written or electronic acknowledgement that each employee received this information. If an employee refuses to acknowledge, document how they were notified.

Failure to properly notify employees can result in penalties and loss of the designation.

To the state:

Even with an approved designation, you must:

- Submit wage detail reports for all your employees, including those in designated seasonal hospitality employment. You will be sent instructions on how to report wage detail for designated employees.
- Submit a quarterly seasonal hospitality employee list. If you do not submit this list each quarter, your Seasonal Hospitality Employment Designation may be revoked.
- Notify Paid Leave within 5 business days if:
 - You no longer meet the definition of a seasonal employer, or
 - Someone working in designated seasonal hospitality employment will be employed more than 150 days. When that happens, the worker is covered by Paid Leave, and you must start paying premiums right away. If you do not notify the state in time, you will owe missed premiums and a penalty.

How do I request a Seasonal Hospitality Employment Designation?

Log in to your [Employer Account](#) at [uimn.org](#) to submit a request for a Seasonal Hospitality Employment Designation. For a step-by-step guide, visit [uimn.org](#).

After you complete your request online, you must send additional documents by mail to support your request.

You will need to request a new designation each time you want to hire someone under designated seasonal hospitality employment.

For more information, visit [paidleave.mn.gov](#)

