



What Minnesota's New 2025 Laws Mean for Your Business

Christie Ransom, President & CEO
Winona Area Chamber of Commerce

As we usher in 2025, several new state laws in Minnesota have come into effect that will impact our local businesses. It is essential to understand these changes to ensure compliance and to leverage any opportunities they may present.

1. Minimum Wage Increase

Effective January 1, 2025, Minnesota has raised the minimum wage to \$15.00 per hour for large employers and \$13.50 per hour for small employers. This adjustment aims to provide fair compensation to workers across the state.

2. Salary Transparency in Job Postings

Employers with 30 or more employees are now required to include salary ranges and a description of benefits in all job postings. This mandate promotes transparency and aims to reduce wage disparities.

3. 'Junk Fees' Prohibition

A new law prohibits businesses from advertising goods or services without including all mandatory fees or surcharges in the displayed price. This measure is designed to enhance pricing transparency for consumers.

4. Paid Family and Medical Leave

While the Paid Family and Medical Leave program is set to be implemented in 2026, it is crucial for businesses to begin preparations. This program will provide paid time off for workers needing to care for a sick family member, recover from a health condition, or take leave for a new child.

5. Health and Safety Protections for Workers

Employers are now required to provide paid sick leave for employees and ensure health and safety protections, particularly for healthcare workers. This includes mandatory breaks and safeguards to prevent work-related injuries.

6. Restrictions on Certain Product Sales

Minnesota has banned the sale of specific products by 2025, including certain cookware, ski wax, cosmetics, menstrual products, dental floss, carpets, and rugs. Businesses dealing in these products should review the new regulations to ensure compliance.

7. Ticket Pricing Transparency

The Ticketing Fairness Act requires 'all-in pricing' for event tickets, mandating that the entire cost be displayed upfront. This law aims to eliminate hidden fees and provide consumers with clear pricing information.

8. Data Privacy Regulations

New data privacy laws have been enacted, creating a complex patchwork of obligations for businesses operating in multiple states. It is advisable to review these regulations to ensure compliance and protect consumer data effectively.

9. Progressive Tax System Adjustments

Minnesota has introduced a more progressive tax system, promoting tax relief for low-income families while increasing taxes for the wealthy and corporations. Businesses should consult with tax professionals to understand how these changes may affect their operations.

10. Employment Application Background Checks

Starting January 1, 2025, Minnesota's public and private higher education institutions will no longer ask applicants about their criminal history on the initial application, unless required for certain programs. While this directly affects educational institutions, businesses should be aware of the broader movement towards reducing barriers for individuals with criminal records.

It is crucial for businesses to carefully review these legislative changes and update their policies to ensure compliance with the new requirements. Staying ahead of these adjustments will help mitigate risks and maintain operational efficiency in the evolving regulatory landscape. For further clarification or assistance, businesses should consult with legal or industry professionals to navigate these changes effectively.

For more detailed information or assistance, please feel free to contact Christie at the Winona Chamber of Commerce.

ABOUT THE CHAMBER

- OUR MISSION -

To Serve Businesses How and When They Need Us

- OUR VISION -

Be the Foremost Resource and Advocate for Businesses in the Winona Area

Officers:

- Jon Olson – Chair
– Chair Elect
- Stan Breitlow – Past Chair
- Amber Hamernik – Treasurer
- Brian Sines – At Large

Retiring 2025:

- Stan Breitlow
- Amber Hamernik
- Jason Gamoke
- Kevin Ritz
- Mandy Hansel

Retiring 2026:

- Jon Olson
- Ross Lexvold
- Tina Lehnertz
- Mike Puetz
- Shawn Beier

Retiring 2027:

- Rod Baker
- Anita Cisewski
- Jennifer Shabel
- Brian Sines
- Neil Wieser

Staff:

- Christie Ransom – President & CEO
- Kay Mathews – Vice President of Finance and Operations
- Emma Ebbinger – Director of Workforce and Brand Management
- Travis Lybeck – Director of Business Development and Member Relations
- Jenna Lubinski – Director of Main Street Programs

THANK YOU SO MUCH TO ALL OUR RETIRING BOARD MEMBERS!

We are grateful for your dedication to the Chamber and your support of the business community.



Katrice Sisson,
Minnesota Marine
Art Museum



Dr. Marsha Danielson,
MN State College
Southeast



Kendra Maggert,
Gundersen Health



Janneke Sobeck,
Winona Family YMCA



Jared Literski,
Winona Heat & Vent



Main Street Corner February 2025

Jenna Lubinski, Director of
Main Street Programs

Winter may be chilly, but the warmth of our local businesses is waiting for you downtown! Supporting local shops, restaurants, and services during the quieter winter months is a great way to keep our community thriving. Here's why it matters—

Support Your Neighbors: Every purchase downtown helps strengthen small businesses owned by your friends and neighbors.

Unique Finds: Discover one-of-a-kind items, gifts, and experiences you won't find anywhere else.

Keep Downtown Vibrant: Shopping locally ensures a bustling, thriving downtown area for everyone to enjoy year-round.

Local Eats and Drinks: Looking for comfort food or a cozy night out? Visit our amazing restaurants and cafes for seasonal specials and friendly service! Whether you're grabbing a hot drink to go or treating yourself to a night out, every dollar spent downtown makes a difference.

Take a stroll down our snow-dusted streets, enjoy a quiet shopping experience, and soak in the charm of Downtown Winona this season. Don't forget to share your favorite finds and experiences on social media so we can continue to make Downtown Winona the place where people want to be.



Stay updated on event details by visiting Winona Main Street Program's Facebook page. See you downtown!

CHAMBER CHAMPIONS

- VISIONARY -



- PREMIER -



- EXECUTIVE -



BIZ BITES

Steve Arnold, CPA, EA, Becomes a Partner at Hawkins Ash CPAs



Winona, MN – Steve Arnold, CPA, EA, has been promoted to Partner at Hawkins Ash CPAs, one of the Top 200 CPA Firms in the U.S. As Partner, he will continue to assist clients in all aspects of tax services.

“As a partner, my goal is to fulfill the accounting, tax, and bookkeeping needs of all our Hawkins Ash clients to the best of my abilities and to lead our Winona team in helping our clients achieve their business goals.”

With over 20 years of accounting experience, Arnold joined the Winona, MN, office of Hawkins Ash CPAs in 2017. As Senior Tax Manager, he reviews tax returns for businesses, individuals, trusts, and exempt organizations, and provides tax planning, consultation, and financial statement services. Steve earned his CPA certification in 2020 and has held his Enrolled Agent (EA) designation for over 18 years.

“Steve’s ability to service small businesses and their owners will allow us to continue to grow in the Winona market,” said Abe Leis, CPA, Hawkins Ash CPAs Managing Partner.

Partner-In-Charge of the Hawkins Ash CPAs Winona office, Greg Kenworthy, CPA, remarked that he is excited for Arnold to become a partner. “His advancement is a testament to his commitment to his clients and the local Winona community.”

Phil Sonnenberg joins Winona Health board of directors



Winona Health welcomed Phil Sonnenberg to its board of directors in January.

Sonnenberg believes that Winona Health is a vital part of the community. He said, “Without the services and assistance provided by Winona Health, our community members would be unable to obtain equitable and accessible healthcare.”

As a board member, Sonnenberg said he’s “looking forward to assisting with the betterment of healthcare and working alongside likeminded individuals striving to make improvements for sustainability and quality in the services provided.”

Originally from Elgin, Minnesota, Sonnenberg came to Winona in 1995 to attend Winona State University. He now serves as the University’s Director of University Advancement Finance and the Controller for the WSU Foundation.

Sonnenberg joins Winona Health board members Steve Blue; E. Allen Beguin, MD; Matthew Broghammer, DO; Sandra Burke; Greg Evans; David Gilmer, DDS; Katrina Hammel, MD; Hugh Miller; Nicholas Modjeski, MD; Ken Mogren; Todd Paulson, vice chair; Fatima Said; Rachele Schultz, EdD, president/CEO; Brian Semling; David Vaselaar, chair; and Robert Williams.

Winona Health board members are elected to serve on a volunteer basis. The board is responsible for establishing Winona Health’s strategic direction; quality and safety; financial oversight; and setting organizational policy. Board members are locally focused and committed to sustaining a strong and independent, not-for-profit community-owned healthcare system. Founded in 1894, Winona Health has been serving the greater Winona community for more than 130 years.

OZ Lifting’s commitment to building a better future for all



OZ Lifting Products donated over \$27,000 in 2024 to support education, safety, health, and community well-being in Winona and beyond. Beneficiaries included Winona schools, YMCA, ORC Industries, Winona Volunteer Services, and more. “We’re proud to give back to the community that supports us,” said President Steve Napieralski. These contributions reflect OZ Lifting’s commitment to building a better future for all.

New Hampton 2025 – Check Presentation

Oz Lifting’s Steve and Jane Napieralski, present a check to Chief Conrad Rosendahl of the New Hampton Police Dept. also with Trace Erickson, of Code Blue K9

LEADERSHIP HUB 2025



WINONA AREA
CHAMBER OF COMMERCE
LEADERSHIP HUB

The Winona Chamber of Commerce is thrilled to announce the launch of our Leadership Hub, a dynamic program designed to empower business leaders, foster innovation, and build a stronger community. Whether you’re an established executive or an aspiring leader, the Leadership Hub is your go-to resource for professional growth and community impact.

Expert-Led Workshops: Gain insights from top industry professionals on leadership, strategy, and innovation.

Networking Opportunities: Connect with Winona’s brightest business minds through exclusive events and roundtables.

Community Impact Projects: Collaborate on initiatives that drive real change and showcase your leadership in action.

For more information contact Travis at tlybeck@winonachamber.com.



WINONA AREA
CHAMBER OF COMMERCE

**BE SEEN
BE HEARD
BELONG
JOIN THE
CHAMBER!**



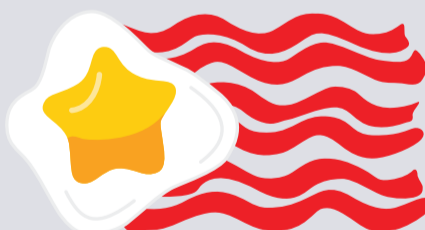
WINONA AREA
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journey of an
ENTREPRENEUR

WEDNESDAY, FEBRUARY 12
8-9am
Willet Studios
Julie Biggerstaff, Historical Archivist

Sugar Loaf Conference Room
at the Chamber
FREE and open to all

REGISTER AT
WINONACHAMBER.COM



WINONA AREA
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EGGS & ISSUES

STATE OF BUSINESS
FRIDAY, FEBRUARY 28
7:30-8:30am

Sugar Loaf Conference Room
at the Chamber
\$15/member; \$25/non-member
Breakfast included

REGISTRATION REQUIRED
REGISTER AT
WINONACHAMBER.COM



**NETWORK
NITE**

FEBRUARY 13
5-7PM

HOSTED BY



**MINNESOTA
STATE COLLEGE
SOUTHEAST**

1250 Homer Rd, Winona
NETWORK NITE IS OPEN TO
ALL CHAMBER MEMBERS
& THEIR EMPLOYEES