



# frontline

The Official Monthly Publication of the Minnesota Grocers Association

July 2023

## Dust Settles – New Regulations Begin

Now that the dust has settled on the 2023 legislative session, the work of implementing the new consequential laws has begun. Some laws were effective immediately upon the governor's signature, others have staggered start dates ranging from July 1 of this year – all the way out to 2026. (See insert).

To aid MGA member companies in understanding all of the new regulations that need to be implemented, we have created the 2023 Legislative Impact Series, which will run throughout this summer. Subject-area written briefs will be distributed to our members. Weekly conference calls will follow and give you and your team a greater understanding of the laws and implications as well as the ability to ask questions of the MGA Government Relations Team. Hearing your questions firsthand also assists us in having a greater understanding of the issues that you are facing. This provides us with the tools to better interact with the state's regulatory agencies. This also improves our ability to speak to legislators and regulators about

challenges and potential changes to these new laws during the 2024 session. These calls will be recorded and made available for you to listen back to and share with additional team members.

Among the most impactful changes of the session are those in the areas of labor and workforce. There are many new and expanded rights given to employees that will impact employer/employee relationships. Fines and penalties for infractions have been greatly increased, in many places up to \$10,000 per incident. There have also been changes to the Minnesota Human Rights Code. It is crucial that your Human Resources and Safety departments are up-to-date on the new regulations. To ensure compliance, have updated employee handbooks, postings, and training and supervisory practices. The MGA will provide you with all the timelines, links to posting, and updated guidance as it becomes available.

Your MGA Government Relations Team is always available to field your questions about new rules and implementation dates. Never hesitate to reach out to us. **SB**

## Congratulations to the 2023 MGA Award Winners



The Minnesota Grocers Association has a long-standing tradition of honoring the best, and this year's award winners are proof of the strength of Minnesota's food industry. MGA awards are a tribute to those in the industry who have demonstrated excellence, made significant contributions to the industry, and are respected by their peers. The impressive list of past MGA award winners is truly a testament to the vitality of the grocery industry in Minnesota.

Congratulations to the 2023 MGA Award Winners:

2023 Outstanding Grocer  
**Craig & Kristee Thorvig, Chris' Food Center**

2023 Outstanding Vendor  
**Mark Schneider, Littler Mendelson, P.C.**

2023 Hall of Fame Inductee  
**Steve Quisberg, S & R Quisberg, Inc.**

This is a tremendous honor and a wonderful tradition at the MGA. The awards will be presented Sunday, July 31, 2023, at the MGA's Annual Conference. This year's conference will also bring pertinent and valuable seminars for all, and much-needed networking opportunities for our industry. **KA**

## Thank You MGA Legislative Sponsors



Thank you, Legislative Sponsors for your 2023 investment. Your commitment supports the efforts of the MGA's Government Relations Team. 2024 Sponsorships are now available. **SB**

### LEADER

- Coborn's, Inc.
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- Kwik Trip, Inc.
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### ADVOCATE

- Miller's Market
- Nilssen's Hub Food Center
- Prairie Farms Dairy
- Russ Davis Wholesale
- SpartanNash
- Willie's SuperValu
- Zupancich Bros.

## Membership Update

Did you know there is no charge to add additional team members to MGA communications? With so many legislative and regulatory changes it is critically important that your team members are informed. Simply provide the MGA with team members' names and emails. Also, all recorded webinars and conference calls can be found on our website ([www.mngrocers.com](http://www.mngrocers.com)). You will also be able to access our digital newsletters and magazine. **KA**



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## MGA Foundation Live Pallet Auction

We are excited to announce that the MGA Foundation will be hosting its live auction of "pallets of products". The live auction supports our Carts to Careers tuition support platform. These programs offer scholarship opportunities to employees that are committed to expanding their role within the industry. These awards are available to all MGA member companies and provide incentives for team members to grow within your organization. Plan on bidding at the MGA Annual Conference Awards Dinner on **July 30, 2023**, at Madden's Resort, Brainerd, MN. **KA**



## 2023 Best Bagger Contest Registration

Get your Best Bagger registered today! The Best Bagger contest will be held on **Saturday, August 26, 2023**, at the MGA office (Energy Park Financial Center, 1360 Energy Park Drive, St. Paul, MN 55108). This is a fun event that showcases one of your key team members. The contest has several fun prizes, including first place, which receives \$500, and a trip to the National Best Bagger Championship. Best Bagger informational packets and registration forms are to come. See insert or visit [www.mngrocers.com](http://www.mngrocers.com) to learn more. **ST**



## Minnesota Grown Retailer of the Year Contest

The Minnesota Department of Agriculture in partnership with the MGA has begun planning the 2023 – 2024 Minnesota Grown Retailer of the Year program. This year's contest is based on promotional activities during a one-week showcase period between **August 1 - September 29** and is a fantastic way to showcase your innovative marketing while supporting your local producers. Contest winners receive exclusive rights to utilize the coveted "Minnesota Grown" logo for one year. The MGA hosted a webinar on contest best practices. Watch the webinar at [www.bit.ly/MNGrown23](http://www.bit.ly/MNGrown23) and visit [www.minnesotagrown.com](http://www.minnesotagrown.com) for more information.



The MGA is hosting its first-ever Mini-Contest. This is a pilot program for MGA retail members in the Southeast quadrant of the state. In addition to qualifying for the Minnesota Grown Retailer of the Year Statewide Contest, the winner will receive a \$500 award. To apply fill out the form at [www.bit.ly/MGACommunications](http://www.bit.ly/MGACommunications) and get creative with your Minnesota Grown partners. The showcase period is between **July 17-August 11, 2023**. **ST**

## MGAF Carts to Careers Program

One great program that the Carts to Careers initiative supports is the Retailer Management Certificate (RMC), which is run by Alexandria Technical & Community College. It is an online, nationally recognized, industry-endorsed, 8-course education certificate. The RMC is an accredited business education program and most participants complete it in two years or less.



Tuition support is available through a State of Minnesota grant appropriation and MGAF funding. The next set of classes begins on **August 21, 2023**. The application is open, and the cost-share program makes this an affordable way to provide an educational benefit to your employees (\$2,750 per student). To apply simply fill out the form application available at [www.mngrocers.com](http://www.mngrocers.com). **RH**

## HR Corner

### City of Minneapolis Minimum Wage Increase Effective July 1, 2023

Effective July 1, the City of Minneapolis's minimum wage rates will be increased for small employers (less than 100 employees). The new wage is \$14.50 (previous \$13.50) an hour. The next city increase for small employers will occur on July 1, 2024.

### City of St. Paul Minimum Wage Increase Effective July 1, 2023

On July 1, the city of St. Paul will have a minimum wage increase. For large businesses (101-10,000 employees) minimum wage will be \$15.00 (previously \$13.50) an hour, small businesses (6-100 employees) will be \$13.00 (previously \$12.00) an hour and micro-businesses (5 employees or fewer) will be \$11.50 (previously \$10.75) an hour. The next city increase will be for small and micro-businesses on July 1, 2024.

## Together We Can Bag Hunger

The 2023 Bag Hunger Campaign is right around the corner. Join the members of the Minnesota Grocers Association from **October 22 – November 11** who've committed to Bag Hunger in their community! The Bag Hunger Campaign promotes sponsors' products and drives retail sales while producing tangible results in the fight to end hunger across the state. Participation in this program is an excellent way to reinforce the role grocers and our vendor partners play in local communities and demonstrate how our industry works together to produce a tremendous positive impact on a crucial social issue. Visit [www.mngrocers.com](http://www.mngrocers.com) to sign up. **KA**



## Sales & Use Tax Updates

Beginning July 1, 2023, the following new sales and use taxes will go into effect. Be sure to make the required changes to tax rates if they apply. **SB**

- THC Edibles and beverages are subject to a new 10% cannabis tax
- Litchfield Sales & Use Tax 0.5%

On June 30, 2023, the following local tax ended:

- Detroit Lakes 0.5% Sales and Use Tax

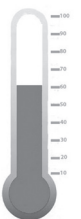
## Food PAC of MN Needs Your Support

Thank you to those who participated in our "Putt 4 PAC" game at the Foundation Golf Event in May! Those dollars and our newest PAC donors have pushed the Food PAC to over 60% of our 2023 fundraising goal. The 2024 election cycle is right around the corner, and it's critical that the MGA has the resources to continue its role in advocating for the food industry. We have set a big goal and we need your support to achieve it. Thank you to those who have already donated and for your continuing support of our efforts! **SB**

### The Food PAC of MN needs you in

The Food PAC of MN has raised 61% of its election goal! Thank you for your support!

Invest in Your Business Donate today!



# WASHINGTON NEWS

## Changes to SNAP Part of Debt Ceiling Deal

Lawmakers and President Biden avoided a potentially catastrophic default by reaching an agreement in the Fiscal Responsibility Act of 2023. There are several provisions that would impact the SNAP program. The new rules would increase the age limit for the SNAP work requirements for able-bodied adults without dependents from 49 to 54. This would be phased in over several years. There are exemptions from work requirements for veterans, individuals experiencing homelessness, and individuals aged 18-24 who were in foster care at age 18.

The Congressional Budget Office (CBO) estimated the SNAP provisions changes would increase direct spending by \$2.1 billion over a ten-year period (2023-2033). CBO also estimates that between 2025 and 2030, approximately 78,000 people would gain benefits in an average month.

## Credit Card Competition Act Re-Introduced

Bipartisan legislation addressing swipe fees was recently re-introduced in both the U.S. Senate and U.S. House of Representatives. The Credit Card Competition Act seeks to bring competition to the credit card market and addresses the high swipe fees paid by retailers. Credit and debit card swipe fees have more than doubled over the past decade and are now \$160.7 billion a year. These fees cost the average American family more than \$1,000 a year.

The Credit Card Competition Act would require the largest U.S. banks that issue Visa or Mastercard credit cards to allow transactions to be processed over at least two unaffiliated card payment networks. The proposed legislation only applies to banks with more than \$100 billion in assets, exempting the vast majority of banks and credit unions in the United States.

## MDH Assistant Commissioner Tikki Brown Testifies to Congress

Witnesses at a House Agriculture hearing on nutrition programs called for a stronger emphasis on health outcomes and improving job opportunities for those receiving food assistance. Included in the testifier list was Minnesota Department of Human Services Assistant Commissioner for Children and Family Services Tikki Brown. She told the hearing of how Minnesota, and other states, utilize programs to double SNAP dollars spent at local farmers' markets. "Market bucks programs or other farmer market programs that match state funds to expand SNAP dollars can incentivize both health and nutrition," she said.

Republican members highlighted areas of concern and questioned how much in SNAP benefits are received by noncitizens. They also highlighted concerns over potential changes to the program to incorporate hot or prepared foods.

## MGA Joins Food Traceability Letter

Food industry advocates sent a letter to Senate lawmakers seeking support for a narrowing of provisions in the FY '24 Agriculture Appropriations bill to ensure that the Food and Drug Administration (FDA) provides additional clarity needed by all stakeholders in the food supply chain while maintaining efforts that improve food safety. While the food traceability rule was intended to focus on only "high-risk foods," FDA has morphed this provision into an expansive "food traceability list" that now includes more than two dozen categories of foods and food ingredients.

The letter requests the Ag Committee include language in the FY '24 Agriculture Appropriations bill to require the FDA to work collaboratively with industry stakeholders across the food supply chain to address the most problematic components of implementing and complying with the Rule.

## MGA Advertising Special

Limited space is still available for advertising in the Minnesota Grocer magazine. Show your support for your association and its outstanding award winners. Place a special congratulatory ad in this upcoming issue to honor our 2023 MGA Award Winners! Space is limited – get your contract in today! **KA**



## MGA 2023 Annual Conference

July 30 – August 1

### Start Your Engine – You're in the Driver's Seat!

We are at the starting line and this year's race looks better than ever. There is still time to sponsor this year's conference.

Show your peers you mean business by participating in the only state-wide/industry-wide event. Gain exposure and connect face-to-face with key industry leaders. **KA**

## Thank You Sponsors

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## July 30 – August 1

MGA Annual Conference  
Madden's Resort  
Brainerd, MN  
MGA Program

## August 1 – September 29

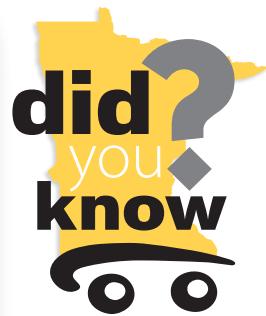
Minnesota Grown  
Retailer of the Year Contest  
Statewide  
MGA Partnership

## August 26

Best Bagger Contest  
MGA Office  
St. Paul, MN  
MGA Program

## October 22 – November 11

MGA Bag Hunger Campaign  
Statewide  
MGA Program



MyPlate is celebrating its 12-year anniversary. For over a decade, USDA's MyPlate has been an important tool in helping Americans take charge of their own health. This is a great resource to engage with your customers. MyPlate has a variety of tools and resources to encourage the development of healthy habits at any age. Find meal plans, grocery lists, and other print materials at [www.myplate.gov](http://www.myplate.gov).



## You Asked it

### Q. Can liquor stores sell edibles?

**A:** : Liquor stores can now sell lower-potency, hemp-derived THC edibles, and beverages to consumers over 21 years old. All edibles must be behind the counter or stored in a locked display case. THC beverages are not required to be behind the counter or in locked display cases.

Product serving sizes and packaging must conform to state regulations. Municipalities can also require licensing and implement rules regarding the sales of these items.

THC Edibles and beverages are subject to a new 10% cannabis tax starting July 1, 2023.



**Questions? Call MGA 1-800-966-8352**



**DISCLAIMER:** This information is provided by MGA as a service to its members. This information does not constitute legal advice. As legal advice must be tailored to the specific circumstances of each case and laws and regulations are frequently changing, nothing provided herein should be used as a substitute for the advice of counsel in the relevant jurisdiction.