

Minneapolis and St. Paul Sick and Safe Leave Update

The cities of Minneapolis and St. Paul have enacted new ordinances concerning mandatory sick and safe leave time for employees, including temporary and part-time employees, that perform work within the geographic boundaries of either city for at least 80 hours in a year for that employer. These new ordinances go into effect on

July 1, 2017 for Minneapolis employers and for St. Paul employers with 24 or more employees, and on January 1, 2018 for St. Paul employers with 22 or fewer employees. Below is a summary of the key aspects of the city ordinances which, for all material purposes, mirror one another

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Fair Debt Collection Practices Act



Recent Minnesota Court of Appeals Case Suggests FDCPA Compliance May be Required When Serving a Mechanic's Lien Statement under Minnesota Law

In *Bruce Randall, et al., v. William D. Paul*, the Minnesota Court of Appeals held that there was a genuine issue of material fact as to whether an attorney's service of a mechanic's lien statement was made in connection with the collection of a debt, requiring compliance with the Fair Debt Collection Practice Act's ("FDCPA") notice requirements. In *Randall, Paul*, an attorney, served two mechanic's lien statements on the Randalls for improvements his client made to the Randalls' home. The Randalls sued Paul for damages under the FDCPA, claiming the attorney failed to comply with the FDCPA's notice requirements when serving the mechanic's lien statements.

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DOL Withdraws Administrator's Interpretations on Independent Contractors and Joint Employment

On June 7, 2017, the Department of Labor ("DOL") announced the withdrawal of the sub-regulatory guidance issued by the DOL in 2015 and 2016 (Administrator's Interpretations No. 2015-01 (July 15, 2015 on independent contractors) and No. 2016-01 (January 20, 2016 on joint employment)).

Administrator's Interpretation No. 2015-01 addressed the classification of independent contractors as employees under the Fair Labor Standards Act ("FLSA") stating that "most workers are employees under the FLSA's broad definitions," essentially creating a presumption of employment for all workers.

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Minnesota Enacts Real ID Bill in Compliance with Federal Law



On May 18, 2017, Governor Dayton signed the Real ID bill to bring Minnesota driver's licenses in line with the federal Real ID law, ensuring that Minnesotans will not have to use passports to get through airport security. Minnesota was the last state in the country to adopt the new federal security standards before the January 2018 deadline.

In 2005, Congress passed the Real ID Act to set minimum security standards for state-issued driver's licenses and identification cards, which was part of the recommendations from the 9/11 Commission.

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Sushi Avenue, Inc. Recognized in Star Tribune

MDH congratulates Nay Lin of Sushi Avenue, Incorporated ("Sushi Avenue") for his recent recognition in the Star Tribune article Meet 26 Immigrants Who Are Changing the Twin Cities Restaurant Scene. The article highlights the significant role immigrants play in crafting the flavors in Minneapolis restaurants from across the globe.

Nay Lin immigrated to Minnesota from Myanmar 17 years ago. Lin and his brother and co-founder of Sushi Avenue, Nay Hla, began working as sushi chefs for a company that managed the sushi counters in local supermarkets. In 2004, the brothers stepped out on their own and formed Sushi Avenue to supply sushi counters in grocery stores. Since then, their company has expanded to more than



300 locations nationwide. In 2011, Sushi Avenue also ventured into the restaurant business by opening Masu Sushi and Robata. Following Masu, Sushi Avenue also opened the quick-service restaurant, OneTwoThree Sushi, in the Minneapolis skyways in 2012. OneTwoThree Sushi has now expanded to several locations.

Food Market in Schmidt Keg House



Schmidt Keg House ("Schmidt") has broken ground on a project to re-develop the historic former Schmidt Brewery in Saint Paul. The project, Keg & Case Market, is an ambitious food-centered project which will feature a diverse array of tenants. The project's developer, Craig Cohen, has specifically sought out local, one-of-a-kind operators to lease space. The outer perimeter of the building will be occupied by restaurant tenants while the center will be devoted to a food-focused market of 40 stalls, geared toward chocolatiers, bakers, butchers, cheesemakers, growers and other small-scale operators. The project was made possible through financing obtained from MidWestOne Bank.

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MDH Believes in Helping Our Communities

Earlier this spring, Madigan, Dahl & Harlan had the pleasure of creating and donating welcome kits for participants transitioning into their own apartments through Avenues for Homeless Youth. Madigan, Dahl & Harlan is committed to improving the lives of clients and our community.



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