

News Release

Contact: Elizabeth Haugen, 612-673-2009

City passes landmark sick and safe time ordinance

First municipal policy in state to allow most workers in Minneapolis paid sick time

May 27, 2016 (MINNEAPOLIS) The Minneapolis City Council and Mayor Betsy Hodges today approved a new [ordinance](#) that allows paid sick and safe time for most workers within the city limits. Phased enforcement begins July 1, 2017. Currently, four out of 10 Minneapolis workers lack access to paid sick time.

With some exceptions, the new ordinance governs employers with six or more employees and employees who work at least 80 hours a year in Minneapolis. Requirements include:

- Workers may use sick and safe time for their own health and certain family members' health.
- Victims of domestic abuse, sexual assault and stalking may use sick and safe time to receive medical treatment and other necessary services.
- Workers must be compensated at the same rate they would have been paid if they worked the missed shift.
- Workers will accrue one hour of sick and safe time for every 30 hours worked and can carry over accrued but unused sick time to the next year.
- Workers may use sick time to stay home with a child if school is cancelled because of a health emergency or weather conditions.

“Today, Minneapolis has recognized that no one should have to choose between being healthy and being paid. This is a landmark day for Minneapolis,” said Mayor Betsy Hodges. “I proposed earned sick and safe time more than a year ago to improve public health for everyone and provide greater opportunity for low income families. I want to thank the Workplace Partnership Group, the diverse group of stakeholders that the City Council and I appointed to listen to stakeholders and offer recommendations to us on this issue. I thank the City Council for their thoughtful work and for passing this ordinance. And I thank the members of our community who fought so hard to get to this day.”

“Today we made an important step forward in helping create a strong economy for all that will improve people’s lives in the city,” said Council Vice President Elizabeth Glidden. “And it’s a matter of public health; from restaurant customers and fellow employees to children in school, this ordinance will help protect the public from illnesses spread by people who, without sick leave protections, may feel compelled to show up sick.”

With this ordinance, the City takes a critical step in preserving and protecting safety, health and general welfare. The City Council found that paid leave is a key contributor to healthy individuals, families and communities, which are the foundation of well-functioning societies. Paid leave creates the opportunity for family members to both earn a living and to provide care for their loved ones.

Paid sick and safe time is intended to:

- Ensure that workers can address their own health needs and the health needs of their families.
- Reduce public and private health care costs by enabling workers to seek early and routine medical care for themselves and their family members.
- Protect workers from losing their jobs while they use sick days.
- Safeguard the public welfare, health, safety and prosperity of Minneapolis’ residents, workers and visitors.

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City moves forward on minimum wage ordinance

Council directs staff to make recommendations in 2017

Aug. 5, 2016 (MINNEAPOLIS) Today the City Council voted to direct staff to review and bring back recommendations on increasing the minimum wage in Minneapolis by ordinance. The staff recommendations are to be returned to the Committee of the Whole in 2017.

“I am thrilled that the City Council voted today for a staff direction that will result in a vote on raising our city’s minimum wage in 2017 to improve the lives of so many who are struggling to make ends meet,” said co-author Council Member Lisa Bender. “Today’s vote shows a clear willingness and commitment by the majority of the City Council to raise the city’s minimum wage. I look forward to engaging with workers and small business owners on this important issue.”

“I support an increased minimum wage,” said co-author Council Member Jacob Frey. “But I support taking the reins, showing leadership, and doing it the right way by conducting engagement, drafting a policy, and hammering out micro-details to pass a policy that helps people and is functional.”

“As a black man who was raised poor and by a single mother, I fully support an increased minimum wage,” said co-author Council Member Abdi Warsame. “We recognize the urgency of this issue and have taken a historic step toward enacting a municipal minimum wage in Minneapolis. I look forward to taking all your voices into consideration as we craft a legislation that works for our workers and protects our small businesses.”

The action directs staff to work with stakeholders, review policies from other cities, review and incorporate results from the forthcoming minimum wage study, and recommend a minimum wage policy to bring before the Committee of the Whole by the second quarter of 2017; and to

formulate a plan for engagement to bring before the Committee of the Whole on or before Oct. 5, 2016.

The City first acted on minimum wages in April 2015 with [a resolution](#) committing the city to a study of the effects of establishing a minimum wage regionally and locally. The results of the minimum wage study are expected in September.

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News Release

Contact: Sarah McKenzie, 612-673-2786

Apply for openings on the Workplace Advisory Committee

Sept. 8, 2016 (MINNEAPOLIS) Applications are now being accepted for the 16-member Workplace Advisory Committee, a panel that will advise City leaders on workplace issues.

The committee will include a cross-section of employee and business stakeholders from the community. Applications are due Friday, Oct. 14.

It will provide policymakers with advice on workplace initiatives, recommendations on community engagement and monitor and evaluate implementation of workplace policies, among other things. The committee will also create a two-year work plan focused on workplace issues.

The makeup of the committee will be as follows:

- Two representatives from business associations
- Two members from mid-size to large employers
- Two representatives from small and independently owned businesses
- One representative from a not-for profit organization
- Five employee representatives
- Two members from organized labor
- One Park Board representative
- One public employee

Committee members will be selected through an open-appointment process for two-year terms. Eight members will be appointed in odd-number years and the other eight in even-numbered years. The Mayor will appoint three members and the City Council will appoint the remaining 13 members.

Visit the [City's website](#) for application requirements and more information.

The creation of the Workplace Advisory Committee follows the City Council's recent adoption of the Minneapolis Safe and Sick Time Ordinance, which will take effect July 1, 2017. Employers with six or more employees will be required to provide up to 48 hours of paid sick and safe time annually to workers. For more information on the Safe and Sick Time ordinance, go to www.minneapolismn.gov/sicktimeinfo

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Contact: Sarah McKenzie, 612-673-2786

City outlines engagement plan for proposed minimum wage policy

Oct. 7, 2016 (MINNEAPOLIS) The City of Minneapolis is moving forward with a community engagement plan to gather feedback for a proposed minimum wage policy scheduled to be presented to the City Council in the second quarter of 2017.

There will be several listening sessions/meetings in November through February for different stakeholder groups in the community to gather feedback on a proposed minimum wage policy. Following community engagement, City staff will do additional research and then present policy recommendations to the City Council in mid-May 2017.

The engagement plan follows the model used for the City's new Safe and Sick Time Ordinance, which will take effect July 1, 2017.

The City's new Workplace Advisory Committee, a group tasked with advising City leaders on workplace issues, will also be involved in the engagement process. [Applications](#) for the 16-member committee are due Friday, Oct. 14.

The engagement plan follows an Oct. 5 presentation to the City Council's Committee of the Whole by a research team outlining highlights of a [study](#) analyzing the relative impact of a local minimum wage increase in the City of Minneapolis and regionally in Hennepin County and Ramsey County. The study, led by the University of Minnesota's Roy Wilkins Center for Human Relations and Justice, examined the impact of increasing the wage to \$12 and \$15 per hour phased in over five years.

The researchers used peer reviewed literature on minimum wage changes and replicated techniques prevalent in other studies to simulate the impact of a minimum wage increase in Minneapolis and in Hennepin and Ramsey counties.

Of the city's 311,000 workers, 46,000 (14.8 percent) would benefit from an increase to \$12 an hour and 71,000 (22.8 percent) would benefit from an increase to \$15 an hour in 2021, the study concluded. Workers of color would disproportionately benefit from a minimum wage increase. Service industries, such as restaurants, retail, fast food, health care and child care, would be most affected by a wage increase.

The City's website has a new [webpage](#) with links to the minimum wage study, key findings and an overview of the community engagement plan. Feedback and questions can also be sent to MinWage@minneapolismn.gov.

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