

News Release

Contact: Sarah McKenzie, 612-673-2786

City holding listening sessions to discuss minimum wage

Jan. 12, 2017 (MINNEAPOLIS) The City of Minneapolis is hosting several listening sessions in coming weeks to gather feedback on a potential minimum wage policy for employers in the City of Minneapolis.

The City Council has directed City staff to present minimum wage policy recommendations mid-year after doing additional research and community engagement on the topic. The listening sessions will be an opportunity for community stakeholders to share viewpoints on how a change in the minimum wage would impact them.

Details will be posted at the [City's minimum wage webpage](#) so check there to verify dates and times as additional listening sessions and details are confirmed. Upcoming meetings include:

- **Tuesday, Jan. 24: Latino community**
6-7:30 p.m.
Mercado Central, second floor, 1515 E. Lake St.
- **Thursday, Jan. 26: Minneapolis Business Advisory Group**
2:30-3:30 p.m.
US Bank basement conference room, 919 E. Lake St.
- **Thursday, Jan. 26: East African community**
6-7:30 p.m.
Brian Coyle Center, 420 15th Ave. S.
- **Monday, Jan. 30: East Town Business Partnership**
3-4:30 p.m.
Location TBD
- **Tuesday, Feb. 7: Native American community**
5:30-7 p.m.
All My Relations Gallery (Powwow Grounds), 1414 E. Franklin Ave.

- **Tuesday, Feb. 14: Minneapolis Downtown Council and Northeast Minneapolis Chamber of Commerce**
4-5:30 p.m.
DID conference rooms (TBD)
- **Wednesday, Feb. 15: African American community**
3-5 p.m.
NEON, 1007 W. Broadway Ave.
- **Wednesday, Feb. 15: general public**
6-7:30 p.m.
Sabathani Community Center, 310 E. 38th St.
- **Thursday, Feb. 23: general public**
6-7:30 p.m.
Urban League, main gathering room, 2100 Plymouth Ave.

All meetings are open to the public, though each will have a specific audience focus. Meeting organizers will use a variety of mechanisms to engage community participants and will have interpreters available. Questions and feedback on this issue can also be sent to MinWage@minneapolismn.gov.

The community engagement plan follows a presentation to the City Council's Committee of the Whole in October 2016 by a research team presenting 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.

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News Release

Contact: Sarah McKenzie, 612-673-2786

City holding listening sessions this week on minimum wage

Jan. 24, 2017 (MINNEAPOLIS) The City of Minneapolis' minimum wage listening sessions kick off today with opportunities for people to give feedback on a potential minimum wage policy for employers in the City of Minneapolis.

The listening sessions will be an opportunity for community stakeholders to share views on how a change in the minimum wage would impact them. This week's sessions include:

Tuesday, Jan. 24: Latino community

6-7:30 p.m.

Mercado Central, second floor, 1515 E. Lake St.

Wednesday, Jan. 25: Minneapolis Business Advisory Group

2:30-3:30 p.m.

Minneapolis Police 5th Precinct meeting room, 3101 Nicollet Ave. S.

Thursday, Jan. 26: East African community

6-7:30 p.m.

Brian Coyle Center, 420 15th Ave. S.

Other upcoming sessions include:

Monday, Jan. 30: East Town Business Partnership

3-4:30 p.m.

Location TBD

Tuesday, Feb. 7: Native American community

5:30-7 p.m.

All My Relations Gallery (Powwow Grounds), 1414 E. Franklin Ave.

Tuesday, Feb. 14: Minneapolis Downtown Council and Northeast Minneapolis Chamber of Commerce

4-5:30 p.m.

DID conference rooms (TBD)

Wednesday, Feb. 15: African-American community

3-5 p.m.

NEON, 1007 W. Broadway Ave.

Tuesday, Feb. 21: general public

6-7:30 p.m.

Sabathani Community Center, 310 E. 38th St.

Thursday, Feb. 23: general public

6-7:30 p.m.

Urban League, main gathering room, 2100 Plymouth Ave.

Details about the sessions will be posted at the [City's minimum wage webpage](#) so check there to verify dates and times as additional listening sessions and details are confirmed. All meetings are open to the public, though each will have a specific audience focus. Meeting organizers will use a variety of mechanisms to engage community participants and will have interpreters available. Questions and feedback on this issue can also be sent to MinWage@minneapolismn.gov.

The City Council has directed City staff to present minimum wage policy recommendations mid-year after doing additional research and community engagement on the topic.

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News Release

Contact: Sarah McKenzie, 612-673-2786

City holding minimum wage listening sessions for the general public this week

Feb. 21, 2017 (MINNEAPOLIS) The City of Minneapolis is hosting two listening sessions on minimum wage this week for the general public.

The listening sessions will be held Tuesday, Feb. 21, 6-7:30 p.m., at Sabathani Community Center, 310 E. 38th St., and Thursday, Feb. 23, 6-7:30 p.m. at the Urban League's main gathering room, 2100 Plymouth Ave.

The City has been holding minimum wage listening sessions since late January to gather feedback from the community about a potential minimum wage policy for employers in the City of Minneapolis. The City Council has directed City staff to present minimum wage policy recommendations mid-year after doing community engagement and research on the topic.

The community engagement work follows a presentation to the City Council in October 2016 by a research team from the University of Minnesota that analyzed 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.

For dates of other upcoming listening sessions and to take an online Minneapolis minimum wage survey, go to minneapolismn.gov/minimumwage.

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News Release

Contact: Sarah McKenzie, 612-673-2786

City holds sick and safe time listening and information sessions

March 10, 2017 (MINNEAPOLIS) Starting this month, the City of Minneapolis will hold four listening and information sessions – two for employees and two for employers – on sick and safe time. In addition to specific presentations for neighborhood and business associations across the city, Department of Civil Rights enforcement staff will hold these sessions to consider public feedback and answer questions related to implementation of the sick and safe time ordinance.

Listening and information session with employees

Time TBD Wednesday, March 22

Neighborhoods Organizing for Change (NOC), 1101 W. Broadway Ave., Suite 100

Listening and information session with employees (presented in Spanish and English)

2-4 p.m. Sunday, March 26

Centro de Trabajadores Unidos en Lucha, 3715 Chicago Ave. S.

Listening and information session with employers

9-10:30 a.m. Thursday, March 30

Gandhi Mahal community room, 3009 27th Ave. S.

Listening and information session with employers

TBD, check [website](#)

Public questions and comments are also welcome at sicktimeinfo@minneapolismn.gov.

People can find more information and resources about the sick and safe time ordinance at www.minneapolismn.gov/sicktimeinfo. Times and dates of upcoming listening and information sessions will also be updated as soon as possible.

The Minneapolis City Council and Mayor Betsy Hodges approved the sick and safe time [ordinance](#) in May. It allows sick and safe time for most Minneapolis workers. Phased enforcement begins July 1. Currently, four out of 10 Minneapolis workers lack access to paid sick time.

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News Release

Contact: Sarah McKenzie, 612-673-2786

Sick and safe time rules and FAQs available

Public comment period open through May 1

April 6, 2017 (MINNEAPOLIS) The City of Minneapolis has drafted [rules and guidance \(under employer and employee resources\)](#) to explain the sick and safe time ordinance, which takes effect July 1. The rules and guidance are now available for public review and comment until May 1.

Guidance in the form of frequently asked questions communicates how City staff may interpret the meaning of the ordinance. The rules outline the procedures that the City will use in enforcement. Based on feedback from the community, City staff will review both documents to ensure employer and employee rights and responsibilities are well-defined and understandable. Public comments and questions submitted by email to sicktimeinfo@minneapolismn.gov will help City staff identify where clarification is needed. Questions about the frequently asked questions should include “FAQs” in the subject line of the email. Questions about the rules should include “rules” in the subject line of the email.

People can also find more information and resources about the sick and safe time ordinance at www.minneapolismn.gov/sicktimeinfo.

The Minneapolis City Council and Mayor Betsy Hodges approved the sick and safe time [ordinance](#) last May. Phased enforcement begins this July 1. Currently, four out of 10 Minneapolis workers lack access to paid sick time.

With some exceptions, the new ordinance governs all employers. Those with six or more employees – including full-time, part-time and temporary employees or paid interns – will provide paid sick and safe time under the new law. Employers with five or fewer employees must provide time off, but they may choose to provide it unpaid. Other requirements include:

- Employees 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.

- Employees may use sick time to care for family members during emergency closure of school or place of care, including for inclement weather.
- Employees 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.

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Media advisory

Contact:

Sarah McKenzie, City of Minneapolis, 612-673-2786

June 20, 2017

Public hearing June 22 for draft municipal minimum wage ordinance

- WHAT:** The City Council’s Committee of the Whole will hold a public hearing on the draft municipal minimum wage ordinance.
- WHEN:** 3:30 p.m. Thursday, June 22
- WHERE:** City Council Chamber, Room 317, City Hall, 350 S. Fifth St.
- MORE:** The public will have the opportunity to weigh in on the proposed municipal minimum wage working its way through the City Council approval process. The council is considering a draft ordinance establishing a \$15-an-hour minimum wage for employees in Minneapolis. Businesses would have until July 1, 2022 to reach the target wage. The final draft minimum wage ordinance will be presented to the council’s Committee of the Whole 10 a.m. Wednesday, June 28. Any final revisions or amendments could be entertained before a final copy is prepared and submitted to the full City Council. The full Council will vote on the final municipal minimum wage ordinance at its regular meeting 9:30 a.m. Friday, June 30. Comments can also be submitted by email to MinWage@minneapolismn.gov. They must be received by Thursday, June 22 to be included in the public hearing record. For more information, visit minneapolismn.gov/minimumwage.

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News Release

Contact: Sarah McKenzie, 612-673-2786

City Council passes municipal minimum wage ordinance

Large employers have until 2022 to reach \$15 an hour; small businesses until 2024

June 30, 2017 (MINNEAPOLIS) The City Council approved a municipal minimum wage ordinance today that requires large employers to pay Minneapolis workers \$15 an hour in five years and gives small employers seven years to reach the target wage.

There will be a tiered phase-in period for small and large businesses. Large businesses are defined as having more than 100 employees and small businesses as 100 or fewer workers.

Date	Large business: five years	Small business: seven years
Jan. 1, 2018	\$10	No increase
July 1, 2018	\$11.25	\$10.25
July 1, 2019	\$12.25	\$11
July 1, 2020	\$13.25	\$11.75
July 1, 2021	\$14.25	\$12.50
July 1, 2022	\$15	\$13.50
July 1, 2023	\$15 indexed to inflation	\$14.50
July 1, 2024	\$15 indexed to inflation	\$15

To be consistent with State law, the minimum wage policy will apply to anyone who works in Minneapolis for any amount of time. The minimum wage will be indexed to inflation after the target \$15 an hour wage is reached. The ordinance does not include an exception for tipped workers in the hospitality industry—all workers will be subject to the minimum wage, regardless of tips, consistent with the state policy.

The City's Department of Civil Rights will oversee enforcement of the municipal minimum wage. The ordinance also includes a private cause of action allowing an employee or employees to bring a civil action in district court for violations of the ordinance.

The City Council also passed a measure directing staff to analyze how youth job training programs should be accounted for in the ordinance and report back to the Committee of the Whole by September 2017.

Additionally, the Council directed staff to prepare a request for proposals for an external Minneapolis minimum wage study and present initial funding plans to the Committee of the Whole on July 19, 2017. Another measure calls on staff to prepare recommendations for creating a matching grant program to help qualifying restaurants and small businesses pay the cost of sewer access charges and Americans with Disability Act facility improvements. A report is due to the Council's Community Development & Regulatory Services Committee by July 31, 2017.

Staff have also been called on to study the challenges and application of municipal minimum wage to non-hospitalized, residential health care enterprise workers and report back to the Committee of the Whole on Aug. 2, 2017.

The passage of the municipal minimum wage ordinance comes as many Minneapolis workers struggle to pay for basic needs. Inaction by federal and state governments has prompted more cities throughout the country to establish minimum wage policies.

There are more than 84,000 people in Minneapolis with incomes below the federal poverty level. An increase in the minimum wage to \$15 an hour would benefit 23 percent of workers in Minneapolis (about 71,000) people. Low-wage workers of color will disproportionately benefit from the wage increase.

Increasing the minimum wage is one of the primary tools the City has to reduce economic and racial disparities—one of the most pressing issues facing Minneapolis. “The public welfare, health and prosperity of Minneapolis requires wages sufficient to ensure a decent and healthy life for all Minneapolis workers and their families,” the ordinance states.

“Today is not an end, it is a beginning: the beginning of better lives for the 71,000 people, importantly including tipped workers, whose wages will be raised by this historic action, lifting many of them out of poverty,” said Mayor Betsy Hodges. “It marks a new day and a new opportunity, and I celebrate it. I especially acknowledge and thank the workers, and the advocates and labor unions who stand with them, who worked hard for years to make this historic day possible.

“While we celebrate today, we must also acknowledge that 30,000 Minneapolis residents who work at low-wage jobs outside our city are not covered by the action we have taken today. They are our neighbors, our community, our friends. We do not have the tools at the City to raise their wages, too; in our celebration, we cannot forget them. That is why today is another beginning of a push to raise the minimum wage regionally, for their benefit and the benefit of all businesses and low-wage workers in our region,” Mayor Hodges concluded.

“The City Council has gone through a very thorough and thoughtful process in crafting this municipal minimum wage ordinance,” said City Council President Barbara Johnson. “It will lift wages for thousands

of workers in Minneapolis. It also acknowledges the challenges facing small businesses by giving them more time to prepare for the wage increases.”

“Today the City Council took a big step forward in making life better for working people in the city of Minneapolis,” said City Council Vice President Elizabeth Glidden. “The City has taken the lead on tackling an important issue that has faced inaction at the state and federal levels. We have far too many people in Minneapolis who struggle to pay for basic needs. Moving forward with a municipal wage is a concrete way we can address the significant economic and racial disparities in our city.”

For more information on the City’s minimum wage ordinance, visit the City’s website: minneapolismn.gov/minimumwage.

###

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Sick and safe time ordinance takes effect July 1

Most workers in Minneapolis now get sick time off

[pitch? or release to Adam Belz, Callaghan, Emma and others](#)

[June 30, 2017](#)[Jan. 12, 2018](#) (MINNEAPOLIS) [The City of Minneapolis has settled its first case of retaliation under the sick and safe time ordinance, resulting in an \\$11,000 settlement for the employee.](#)

[A gas station that strongly discouraged its employees from using sick leave – even though it allowed it on paper – triggered a report of violation from an employee who became ill and unavailable to work. When he requested sick leave he was denied and then banned from the premises and removed from the schedule moving forward. He effectively lost his job.](#)

[As a low-wage worker, he depends on his current paycheck to pay rent. Following the employer’s actions in this case, he was evicted from his apartment and now lives with family members. He did not want to return to this employer.](#)

[In less than three months from the date the employee filed the complaint, the Minneapolis Department of Civil Rights recovered a settlement agreement for \\$11,000 in lost wages for him and will monitor compliance going forward with the gas station. Civil Rights staff will also conduct in-person trainings there separately for employees and management.](#)

[The supervisor who denied him the sick time is no longer with the company.](#)

[People who work in Minneapolis whose employers don’t provide the sick and safe time required by the new law can call 311 or visit \[www.minneapolismn.gov/sicktimeinfo\]\(http://www.minneapolismn.gov/sicktimeinfo\) to ask a question or file a complaint with the Labor Standards Enforcement Division of the Minneapolis Department of Civil Rights.](#)

For healthy workers, healthy businesses and healthy communities, ~~the~~ new ordinance protecting time off for people who get sick and work in Minneapolis ~~takes took~~ effect July 1. Employers with six or more workers ~~will beare~~ required to provide time off at a minimum threshold of at least one hour of paid sick time for every 30 hours worked. Employers with five or fewer workers must also provide sick time, but it may be unpaid. The goal of the ordinance is

to protect public health and prevent workers from being penalized because of illness or a need to care for a sick loved one.

Until this law took effect, four out of 10 Minneapolis workers lacked access to paid sick time.

With some exceptions, the new ordinance governs all employers in Minneapolis and includes full-time, part-time and temporary workers and paid interns. Other requirements include:

- Workers may use leave for their own health and certain family members' health.
- Victims of domestic abuse, sexual assault and stalking may use leave to receive medical treatment and other necessary services.
- Workers may use leave to care for family members during emergency closure of school or place of care, including for inclement weather.
- Workers will accrue one hour of leave for every 30 hours worked until they accrue 48 hours per year or 80 hours overall including carryover during additional years.

Paid time off, sick, vacation or other types of leave used at employee discretion often qualify as "sick and safe time." Employees who already receive such leave in sufficient amounts do not receive additional time off under the new law. The 40 percent of employees – often part-time workers – who previously lacked such access will now receive it, and the ordinance creates a minimum standard of protection for everyone.

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.
- Make Minneapolis a more secure and productive community.
- Safeguard the public welfare, health, safety and prosperity of Minneapolis' residents, workers and visitors.

~~People who work in Minneapolis whose employers don't provide the sick and safe time required by the new law can call 311 or visit www.minneapolismn.gov/sicktimeinfo to ask a question or file a complaint with the Labor Standards Enforcement Division of the Minneapolis Department of Civil Rights.~~

Note: In a lawsuit brought against the City of Minneapolis in the case of Minnesota Chamber of Commerce et al v. City of Minneapolis, Court File No. 27-cv-16-15051, the Hennepin County District Court issued a temporary injunction prohibiting the City of Minneapolis from enforcing the Sick and Safe Time Ordinance against any “employer resident outside the geographic boundaries of the City.” This case is currently on appeal to the Minnesota Court of Appeals. This temporary injunction order will be applied until further action of the court.

[Add a sentence about min wage too](#)

###

News Release

Contact: Sarah McKenzie, 612-673-2786

Workshop on sick and safe time offered for immigrant-owned small businesses

Most workers in Minneapolis now get sick time off

July 18, 2017 (MINNEAPOLIS) For healthy workers, healthy businesses and healthy communities, a new ordinance protecting sick time off for people who work in Minneapolis has taken effect. A free workshop is offered for immigrant-owned small and micro businesses to learn more about how to comply with the new rules. Information will be presented in Spanish, Somali and Arabic with time for questions.

The workshop is offered twice:

- 6-7 p.m. Wednesday, July 19
- 2-3 p.m. Wednesday, July 26

Neighborhood Development Center

Midtown Global Market, 920 E. Lake St., ground floor conference room

(Walk past the Hennepin County Service Center to the first door to the right. Walk down a long green hallway through set of double doors. Conference room is past the Market's Office to your left.)

Employers with six or more workers will be required to provide time off at a minimum threshold of at least one hour of paid sick time for every 30 hours worked. Employers with five or fewer workers must also provide sick time, but it may be unpaid. The goal of the ordinance is to protect public health and prevent workers from being penalized because of illness or a need to care for a sick loved one.

Until this law took effect, four out of 10 Minneapolis workers lacked access to paid sick time.

With some exceptions, the new ordinance governs all employers in Minneapolis and includes full-time, part-time and temporary workers and paid interns. Other requirements include:

- Workers may use leave for their own health and certain family members' health.

- Victims of domestic abuse, sexual assault and stalking may use leave to receive medical treatment and other necessary services.
- Workers may use leave to care for family members during emergency closure of school or place of care, including for inclement weather.
- Workers will accrue one hour of leave for every 30 hours worked until they accrue 48 hours per year or 80 hours overall including carryover during additional years.

Paid time off, sick, vacation or other types of leave used at employee discretion often qualify as “sick and safe time.” Employees who already receive such leave in sufficient amounts do not receive additional time off under the new law. The 40 percent of employees – often part-time workers – who previously lacked such access will now receive it, and the ordinance creates a minimum standard of protection for everyone.

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.
- Make Minneapolis a more secure and productive community.
- Safeguard the public welfare, health, safety and prosperity of Minneapolis’ residents, workers and visitors.

People who work in Minneapolis whose employers don’t provide the sick and safe time required by the new law can call 311 or visit www.minneapolismn.gov/sicktimeinfo to ask a question or file a complaint with the Labor Standards Enforcement Division of the Minneapolis Department of Civil Rights.

Note: In a lawsuit brought against the City of Minneapolis in the case of Minnesota Chamber of Commerce et al v. City of Minneapolis, Court File No. 27-cv-16-15051, the Hennepin County District Court issued a temporary injunction prohibiting the City of Minneapolis from enforcing the Sick and Safe Time Ordinance against any “employer resident outside the geographic boundaries of the City.” This case is currently on appeal to the Minnesota Court of Appeals. This temporary injunction order will be applied until further action of the court.

###

News Release

Contact: Sarah McKenzie, 612-673-2786

Minimum wage rules and FAQs available

Public comment period open through Nov. 17

Oct. 5, 2017 (MINNEAPOLIS) The City of Minneapolis has drafted [minimum wage frequently asked questions](#) and [rules](#) documents to provide guidance on the general rights and responsibilities of employers and employees for the City's minimum wage ordinance. The FAQs and rules are now available for public review and comment through Nov. 17.

The City's [Municipal Minimum Wage Ordinance](#) takes effect Jan. 1, 2018. There will be a tiered phase-in period for small and large businesses. Large businesses that employ more than 100 workers will be required to pay employees a minimum of \$10 an hour beginning Jan. 1, 2018. Small businesses with 100 or fewer employees will be required to pay workers at least \$10.25 beginning July 1, 2018.

Large businesses have until July 1, 2022 to reach a minimum wage of \$15 an hour and small businesses have until July 1, 2024 to reach \$15 an hour.

Public comments about the clarity and substance of information in the FAQs and rules documents can be emailed to minwage@minneapolismn.gov through Nov. 17. Questions about the frequently asked questions should include "FAQs" in the subject line of the email. Questions about the rules should include "rules" in the subject line of the email. Feedback can also be submitted in person at Minneapolis City Hall, room 239, 350 S. Fifth St.

People can find more information and resources at the City's new minimum wage website: minimumwage.minneapolismn.gov. Resources include a downloadable [poster](#) giving notice to employees about Minneapolis labor and employment rights. The poster must be displayed in workplaces across Minneapolis by Jan. 1.

The City Council's Committee of the Whole is scheduled to hear recommendations from City staff about the application of the minimum wage ordinance to non-hospitalized, residential health care workers and youth job training programs Oct. 18, 2017.

###

News Release

Contact: Sarah McKenzie, 612-673-2786

City's minimum wage ordinance takes effect Jan. 1, 2018

Dec. 11, 2017 (MINNEAPOLIS) The City's new municipal minimum wage ordinance takes effect Jan. 1, 2018. For this first phase of the ordinance, large businesses with more than 100 employees will be required to pay workers at least \$10 an hour.

The tiered phase-in period for small and large business is as follows. (Note: The minimum wage will be indexed to inflation every subsequent January after the \$15 an hour wage is reached.)

Date	Small business: 100 or fewer employees	Large business: more than 100 employees
Jan. 1, 2018	No increase	\$10
July 1, 2018	\$10.25	\$11.25
July 1, 2019	\$11	\$12.25
July 1, 2020	\$11.75	\$13.25
July 1, 2021	\$12.50	\$14.25
July 1, 2022	\$13.50	\$15
July 1, 2023	\$14.50	Indexed to inflation
July 1, 2024	Equal to large business	Indexed to inflation

The City's Department of Civil Rights will oversee enforcement of the municipal minimum wage and employees are encouraged to report violations online.

The ordinance applies to all employees regardless of immigration status. The City will not inquire about an individual's immigration status when investigating ordinance violations. The City will not tolerate retaliation against workers who report violations or otherwise assert their rights.

The passage of the municipal minimum wage ordinance comes as many Minneapolis workers struggle to pay for basic needs. Inaction by federal and state governments has prompted more cities throughout the country to establish minimum wage policies.

There are more than 84,000 people in Minneapolis with incomes below the federal poverty level. An increase in the minimum wage to \$15 an hour would benefit 23 percent of workers in Minneapolis (about 71,000 people). Of this number a majority are low-wage workers of color.

For more information about the ordinance, visit minimumwage.minneapolismn.gov.

NOTE: With regard to the lawsuit brought by the Minnesota Chamber of Commerce and others seeking to enjoin implementation of the City's minimum wage ordinance, the Hennepin County District Court has denied the Plaintiffs' motion for a temporary injunction and the City will proceed with implementation of the ordinance as scheduled.

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News Release

Contact: Sarah McKenzie, 612-673-2786

City’s minimum wage ordinance takes effect Jan. 1

Dec. 29, 2017 (MINNEAPOLIS) The City’s new municipal minimum wage ordinance takes effect Monday, Jan. 1. For this first phase of the ordinance, large businesses with more than 100 employees will be required to pay workers a minimum of \$10 an hour.

The tiered phase-in period for small and large businesses is as follows. (Note: The minimum wage will be indexed to inflation every subsequent January after the \$15 an hour wage is reached.)

Date	Small business: 100 or fewer employees	Large business: more than 100 employees
Jan. 1, 2018	No increase	\$10
July 1, 2018	\$10.25	\$11.25
July 1, 2019	\$11	\$12.25
July 1, 2020	\$11.75	\$13.25
July 1, 2021	\$12.50	\$14.25
July 1, 2022	\$13.50	\$15
July 1, 2023	\$14.50	Indexed to inflation
July 1, 2024	Equal to large business	Indexed to inflation

The City’s Department of Civil Rights will oversee enforcement of the municipal minimum wage, and employees are encouraged to report violations [online](#).

The passage of the municipal minimum wage ordinance comes as many Minneapolis workers struggle to pay for basic needs. Inaction by federal and state governments has prompted more cities throughout the country to establish minimum wage policies.

There are more than 84,000 people in Minneapolis with incomes below the federal poverty level. An increase in the minimum wage to \$15 an hour would benefit 23 percent of workers in Minneapolis (about 71,000 people). Of this number, a majority are low-wage workers of color.

For more information about the ordinance, visit minimumwage.minneapolismn.gov. For additional questions call 311 or email minwage@minneapolismn.gov.

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