

News Release

Contact: Sarah McKenzie, 612-673-2786

City's wage theft prevention ordinance now in effect

Jan. 2, 2020 (MINNEAPOLIS) The City's [wage theft prevention ordinance](#) took effect Jan. 1—providing workers in Minneapolis with an additional avenue to recover unpaid wages through enforcement by the City's Civil Rights Department.

The City adopted parts of the state's new wage theft law into local ordinance earlier this year to help prevent wage theft and protect employees in Minneapolis. Under the ordinance, employers must do the following:

- Provide employees with written pre-hire notices of certain employment terms; notices must be signed by employees.
- Adhere to a regularly scheduled payday.
- Provide earnings statements at the end of each pay period.
- Provide notice of benefits under the City's [sick and safe time ordinance](#) on pre-hire notices and earnings statements.

Wage theft is underpayment or failure to pay all wages earned. The ordinance complements other new municipal labor standards, including the City's [minimum wage](#) and [sick and safe time ordinances](#).

A sample prehire notice, FAQs, notice posters informing employees of Minneapolis labor and employment rights and additional resources are available at minneapolismn.gov/laborenforcement. Employees are encouraged to report violations [online](#) or call 311.

###

News Release

Contact: Sarah McKenzie, 612-396-2201

Minimum wage increases July 1 in Minneapolis

June 24, 2020 (MINNEAPOLIS) On July 1, 2020, the minimum wage in Minneapolis is going up to \$11.75 at small businesses and \$13.25 at large businesses. The City is committed to supporting an economy that includes everyone.

The new economic reality as a result of the pandemic is especially challenging for the lowest paid workers in our city who are often employed in essential or public-facing jobs.

	100 or Fewer Employees	More than 100 Employees
	Small Business	Large Business
July 1, 2020	\$11.75	\$13.25
July 1, 2021	\$12.50	\$14.25
July 1, 2022	\$13.50	\$15.00*
July 1, 2023	\$14.50	
July 1, 2024	Equal to Large* Business	

*Increases to account for inflation, every subsequent January 1st.

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

The Minneapolis minimum wage ordinance defines small businesses as 100 or fewer employees and large businesses as more than 100 employees. Tips and gratuities do not count toward payment of a minimum wage.

Increases in Minneapolis' minimum wage directly benefit tens of thousands of families. The ordinance supports the City's goals of promoting economic inclusion and reducing economic and racial disparities. For more information about the ordinance, visit minimumwage.minneapolismn.gov. For additional questions call 311 or email minwage@minneapolismn.gov.

For an overview of resources for workers and businesses during COVID-19, including expanded Business Technical Assistance Program services, visit the [City's website](#) or email smallbusiness@minneapolismn.gov.

A comprehensive study of economic impacts conducted independently by the Federal Reserve Bank of Minneapolis is ongoing.

###

News Release

Contact: Sarah McKenzie, 612-396-2201

City Council passes freelance worker protection ordinance

July 31, 2020 (MINNEAPOLIS) The City Council has approved a freelance worker protections ordinance to help prevent the exploitation of freelance workers, including many self-employed entrepreneurs who work as independent contractors. The new ordinance takes effect January 1, 2021.

The City is dedicated to ensuring that everyone gets paid for the work they do regardless of their employment arrangement. Freelance work is a growing segment of the economy and Minneapolis is home to one of the largest communities of freelance workers in the country. Many freelance workers face difficulty securing timely payments and have limited recourse to secure earned but unpaid compensation. Mitigating those barriers helps everyone, especially as communities face uncertainty amid a pandemic.

In a response to a City survey of independent contractors, more than 33% reported lost income in the past 12 months due to a hiring party's failure to pay, underpayment or late payment for work performed.

Highlights of the freelance worker protection ordinance

- Businesses that hire certain freelancers for their work in the City of Minneapolis must confirm their agreement in writing.
- It is a violation of the ordinance for a hiring party to refuse to pay the freelancer as stated in the contract or demand a freelancer accept less compensation after work has started.

“No matter how people earn a living in Minneapolis, everyone deserves to get paid for their work,” said City Council Member Steve Fletcher. “Freelancers and gig economy workers have fewer protections than employees, and are a large and growing part of our economy. Now,

given the economic struggles that so many in our community are experiencing due COVID, it is more critical than ever that we do what we can to make sure that independent contractors get paid what they have earned.”

The Labor Standards Enforcement Division of the City’s Civil Rights Department will enforce the ordinance by investigating claims and imposing remedies up to and including damages and penalties as appropriate for the violation. The division also oversees compliance of the City’s sick and safe time, minimum wage and wage theft ordinances. For more information email wagetheft@minneapolismn.gov.

#

News Release

Contact: Sarah McKenzie, 612-396-2201

City seeking comments on proposed rules, FAQs on freelance worker protections ordinance

Oct. 6, 2020 (MINNEAPOLIS) The City of Minneapolis has [drafted frequently asked questions and rules documents](#) to provide general guidance to freelance workers and those who hire freelancers about their rights and responsibilities under the City's freelance worker protection ordinance, which takes effect Jan. 1, 2021.

The ordinance will help prevent the exploitation of freelance workers, including many self-employed entrepreneurs who work as independent contractors. Under the ordinance, businesses that hire certain freelancers for their work in the City of Minneapolis must confirm their agreement in writing. It is an ordinance violation for a hiring party to refuse to pay the freelancer as stated in the contract or demand a freelancer accept less compensation after work has started as a condition of being paid on time.

Public comments about the clarity and substance of information in the FAQs and rules documents can be submitted [online](#). The deadline for submitting comments is Dec. 31, 2020.

The Labor Standards Enforcement Division of the City's Civil Rights Department will enforce the ordinance by investigating claims and imposing remedies up to and including damages and penalties as appropriate for the violation. The division also oversees compliance of the City's sick and safe time, minimum wage and wage theft ordinances.

For more information about the freelance worker protection ordinance, visit the City's website minneapolismn.gov/laborenforcement.

###

News Release

Contact: Sarah McKenzie, 612-396-2201

City's freelance worker protections ordinance takes effect Jan. 1

Dec. 14, 2020 (MINNEAPOLIS) The City's new freelance worker protections ordinance takes effect Jan. 1, 2021. The ordinance will help prevent the exploitation of freelance workers, including many self-employed entrepreneurs who work as independent contractors.

The City is dedicated to ensuring that everyone gets paid for the work they do regardless of their working arrangement. Freelance work is a growing segment of the economy and many freelance workers face difficulty securing timely payments and have limited options to recover earned but unpaid compensation. Mitigating those barriers helps everyone, especially as communities face uncertainty amid a pandemic.

Highlights of the freelance worker protections ordinance

- Businesses that hire certain freelancers for their work in the City of Minneapolis must confirm their agreement in writing.
- It is a violation of the ordinance for a hiring party to refuse to pay the freelancer as stated in the contract or demand a freelancer accept less compensation after work has started as a condition of being paid on time.

Find [proposed FAQs](#), a [sample contract](#) and additional resources on the [City's website](#).

The [Labor Standards Enforcement Division of the City's Civil Rights Department](#) will enforce the ordinance by investigating claims and imposing remedies including damages and penalties as appropriate for the violation. The division also oversees compliance of the City's sick and safe time, minimum wage and wage theft ordinances. For more information email wagetheft@minneapolismn.gov.

###