

News Release

Contact: Sarah McKenzie, 612-396-2201

Public can comment on proposed hospitality worker right to recall ordinance at online public hearing March 4

March 2, 2021 (MINNEAPOLIS) The City Council's Public Health & Safety Committee is holding an online public hearing 1:30 p.m. Thursday, March 4 on the proposed [hospitality worker right to recall ordinance](#). The proposed ordinance is intended to ensure that certain hospitality industry employers welcome back former employees as more COVID-19 restrictions begin to lift in coming months.

The pandemic has had a devastating effect on the hospitality industry as travel, tourism and events have halted. Minneapolis is home to many hotels and event centers that have been forced to lay off many of their employees.

Under the proposed ordinance, covered hotel and event center employers must give priority to their laid-off employees when hiring. It would apply to hotels with more than 50 guest rooms and event centers with at least 50,000 rentable square feet or 2,000 fixed seats located within Minneapolis. It would apply to employees who worked for at least six months between March 13, 2019 to March 13, 2020 at a covered hotel or event center, and who were laid off after March 13, 2020, due to an economic, non-disciplinary reason.

[Learn how to participate in an online public hearing.](#)

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City's hospitality worker right to recall ordinance takes effect May 1

April 30, 2021 (MINNEAPOLIS) The City of [Minneapolis hospitality worker right to recall ordinance](#) takes effect May 1, 2021. The ordinance is designed to ensure that certain hospitality industry employers welcome back former employees as more COVID-19 restrictions begin to lift.

The hospitality industry has struggled during the pandemic as travel, tourism and events have been put on hold. The ordinance covers hotels with more than 50 guest rooms and event centers with at least 50,000 rentable square feet or 2,000 fixed seats that are used primarily for public events in Minneapolis.

Employees protected under the ordinance:

- Employed by the hotel or event center at least six months from March 13, 2019 to March 13, 2020 (including at least 80 hours of work performed in Minneapolis.)
- Laid off after March 13, 2020.
- Laid off because of lack of business or other economic, non-disciplinary reason.

Employers must give priority to qualified employees who held the same position, or a similar position, when they were laid off. If more than one qualified employee held the same position or a similar position at the time of lay off, the employer must make offers in order of seniority. A position is "similar" to another position if it is in the same department/area and requires comparable skills and duties.

[Read FAQs and learn more about the ordinance.](#)

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Minimum wage increases July 1 in Minneapolis

June 1, 2021 (MINNEAPOLIS) On July 1, 2021, the minimum wage in Minneapolis is going up to \$12.50 at small businesses and \$14.25 at large businesses. The City is committed to supporting an economy that includes everyone.

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.

	100 or Fewer Employees	More than 100 Employees
	Small Business	Large Business
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](#).

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

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

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City settles with a Fantastic Sams franchise to pay workers \$10,000 owed under minimum wage ordinance

June 29, 2021 (MINNEAPOLIS) The City of Minneapolis has entered into a settlement agreement with a Fantastic Sams franchise located at 5003 34th Ave. S. to ensure workers are paid \$10,000 in back wages and penalties owed under the [City's minimum wage ordinance](#).

Training is also required as part of the settlement, creating a safe space for management and workers alike to discuss workplace concerns and avoid problems in the future.

The City's minimum wage ordinance took effect in 2018, requiring for the first time that employees in Minneapolis earn a higher minimum wage. Minneapolis and St. Paul both joined a growing list of 45 cities and counties nationwide that have taken similar measures.

On July 1, 2020, the minimum wage in Minneapolis increased to \$11.75 for everyone and \$13.25 for franchises and large employers with more than 100 employees. It goes up again on July 1, 2021 to \$12.50 and \$14.25, respectively. A \$15 minimum wage will be reached in 2022 for large businesses and small businesses two years later in 2024.

Violations of the minimum wage ordinance can be reported by calling 311, filling out an [online form](#) or in person at City Hall, room 239.

The ordinance supports the City's goals of stimulating inclusive economic growth by reducing economic and racial disparities. For more information about the ordinance, visit minimumwage.minneapolismn.gov, call 311 or email minwage@minneapolismn.gov.

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City settles with a Jimmy John's franchise to pay workers \$17,382 owed under sick and safe time ordinance

Sept. 14, 2021 (MINNEAPOLIS) The City of Minneapolis Department of Civil Rights has entered into a settlement agreement with a Jimmy John's franchise located at 2317 18th Ave. NE, which ensured payment of \$17,382 in back wages and penalties owed to 24 workers under the City's [sick and safe time](#) ordinance. An investigation revealed almost no access to sick leave for workers at this location and will change that moving forward.

Training and education for both workers and management is also included in the settlement to ensure all parties understand their rights and responsibilities, especially during the pandemic. The City's sick and safe time ordinance requires employers to provide some access to leave because working-while-sick endangers everyone.

Violations of the minimum wage ordinance can be reported by calling 311, filling out an [online form](#) or in person at City Hall, room 239.

To date, the City has recovered \$353,020 for workers owed back wages and damages under the minimum wage and sick and safe time ordinances.

Enforcement of workers' right supports the City's goals of stimulating inclusive economic growth by reducing economic and racial disparities. For more information about the ordinance, visit minimumwage.minneapolismn.gov, call 311 or email minwage@minneapolismn.gov.

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