

CITY OF MINNEAPOLIS

# Labor Standards Enforcement

## Annual Report 2019

Presented by:

Brian Walsh, Director

Labor Standards Enforcement Division

Department of Civil Rights

# Annual Report

- 1. Background**
- 2. Outreach**
- 3. Enforcement**



# Background: Ordinance Authority

**§ 40 – Workplace Regulations  
Sick and Safe Time and Minimum Wage Ordinances**

**§§ 40.90 – Effective dates  
Effective July 1, 2017 and January 1, 2018**

**§§ 40.120 & 40.410  
Creates enforcement mechanism in Civil Rights Dept**

**§§ 40.50 & 40.450  
Requires Annual Report (number, nature, industries and remedies of violations enforced)**

# Background:



	100 or Fewer Employees	More than 100 Employees
	Small Business	Large Business
Jan. 1, 2018	—	\$10.00
July 1, 2018	\$10.25	\$11.25
July 1, 2019	\$11.00	\$12.25
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.

# Outreach: Tools and Rules



## Download Center

View or Print Sick and Safe Time  
(click below to download):

- [FAQs](#)
- [Rules](#)
- [Employer Checklist](#)

## Required Notice Posters

(click below to download):

- [English](#)
- [Spanish](#)
- [Somali](#)

CITY OF MINNEAPOLIS  
**NOTICE TO EMPLOYEES**

Minneapolis Labor and Employment Rights

**Wage Theft Prevention**

All employees have a legal right to receive:

- Timely and full payment of all earnings.
- Written notice (at start of employment) of certain terms, such as pay rate(s) and pay schedule.
- Earning statements (e.g. paystubs) documenting payments and sick and safe time hours.

**Minimum Wage Scheduled Increases**

	100 or Fewer Employees	More than 100 Employees
	Small Business	Large Business
July 1, 2019	\$11.00	\$12.25
July 1, 2020	\$11.75	\$13.25
July 1, 2021	\$12.50	\$14.25
July 1, 2022	\$13.50	\$15.00*
July 1, 2024	Equal to Large Business*	

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

**Sick and Safe Time (access to certain time off work)**

- Employers **must pay** for use at employee's base rate (except if they employ fewer than six employees).
- A minimum of one hour accrues for every 30 hours worked, capped at 48 per year and 80 overall.
- Hours begin accruing on first day of work and may be used 90 calendar days later (or earlier if employer allows.) Part-time workers are included.

**Sick Time**  
Medical or mental health condition, illness or injury

**Safe Time**  
To address domestic abuse, sexual assault or stalking

**Sick or Safe**  
Care for ill family member or during emergency closure of their school or place of care

**Working. Thriving. Together.**

Help make Minneapolis a healthier, more secure, and more productive community.

➤ **Report Violations**

- Call 311.
- File a report online at [minneapolismn.gov/laborenforcement](http://minneapolismn.gov/laborenforcement)
- File a report in person at City Hall, room 239, 350 S. Fifth St.

➤ **Retaliation Prohibited**

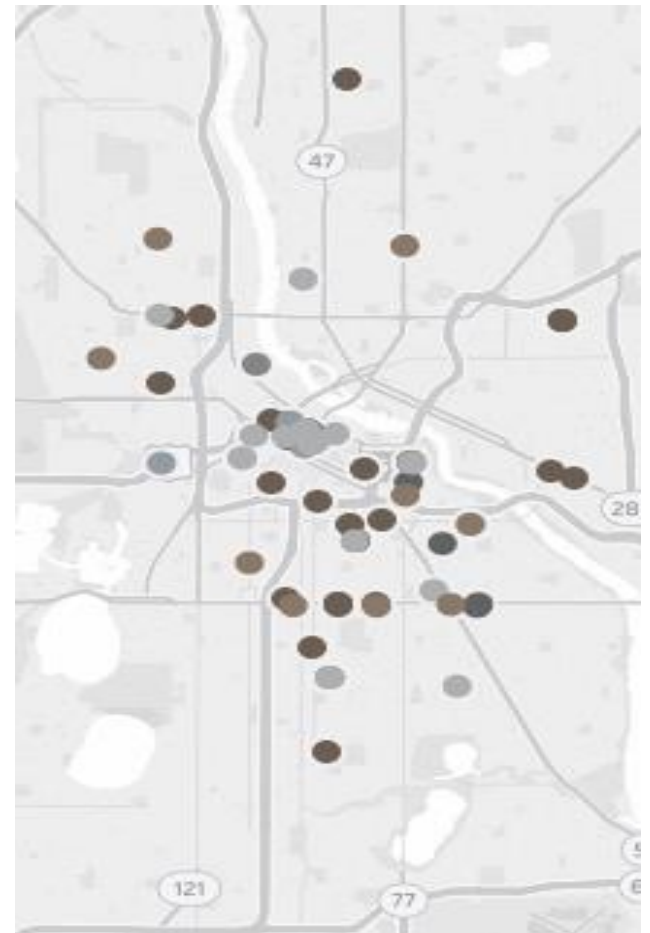
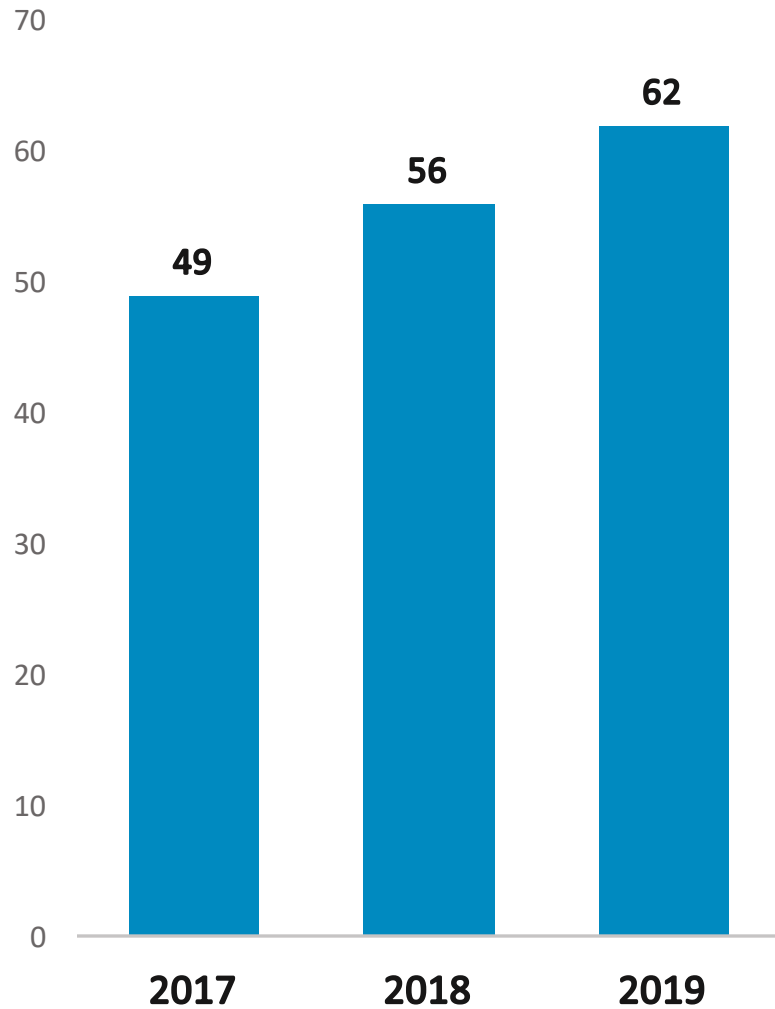
Interference with the exercise of any right protected under the minimum wage, sick and safe time or wage theft prevention ordinances is punishable by fine(s) up to \$3,000 per employee.

THIS POSTER MUST BE DISPLAYED WHERE EMPLOYEES CAN EASILY READ IT  
(This poster may be printed on 8 1/2" x 11" letter size paper). Download it at [minimumwage.minneapolismn.gov](http://minimumwage.minneapolismn.gov) or [sicktime@minneapolismn.gov](mailto:sicktime@minneapolismn.gov). More questions? We're here to help: [sicktime@minneapolismn.gov](mailto:sicktime@minneapolismn.gov), [minimumwage.minneapolismn.gov](http://minimumwage.minneapolismn.gov) or call 311.

For reasonable accommodations or alternative formats please contact the Minneapolis Civil Rights Department at 612-673-3012. People who are deaf or hard of hearing can use a relay service to call 311 at 612-673-3000. TTY users can call 612-673-2437 or 612-673-2926. Para asistencia 612-673-2700, llame con voz low path, hu 612-673-2800, Hedi iad Caawimaad u baahantahay 612-673-3500.

WORKING. THRIVING. TOGETHER.

# Outreach: Events



# Outreach: Consultations



	Min Wage Worker	Min Wage Employer	SST Worker	SST Employer		Total
2019	89	104	323	478		1091
2018	52	121	239	335		747
2017	4	44	222	737		1007

# Outreach: Impact on Web Traffic

	Min Wage Users	SST Users	Min Wage Page views	SST Page Views
2019	27,055	32,549	43,342	69,441
2018	28,872	22,853	47,029	56,216

**What is Sick and Safe Time?**

Sick and safe time is a law in Minneapolis protecting time off work. Employers may not prevent legitimate usage until an employee has run out of leave. This local law provides access to sick and safe time for all, including part time workers.

**6 or more Employees**  
Employers with 6 or more employees must provide paid sick and safe time.

**5 or fewer Employees**  
Employers with 5 or fewer employees must provide sick and safe time, but they may choose to provide it unpaid.

**What is the Minneapolis Minimum Wage Ordinance?**

	100 or Fewer Employees Small Business	More than 100 Employees Large Business
Jan. 1, 2018	—	\$10.00
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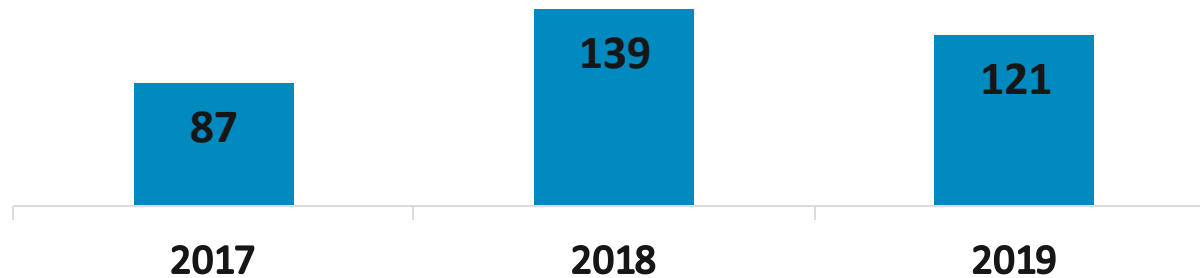
\*Increases to account for inflation, every subsequent January 1st.

The Minimum Wage Ordinance sets a new hourly minimum wage for work performed in Minneapolis. It is now in effect for all businesses.

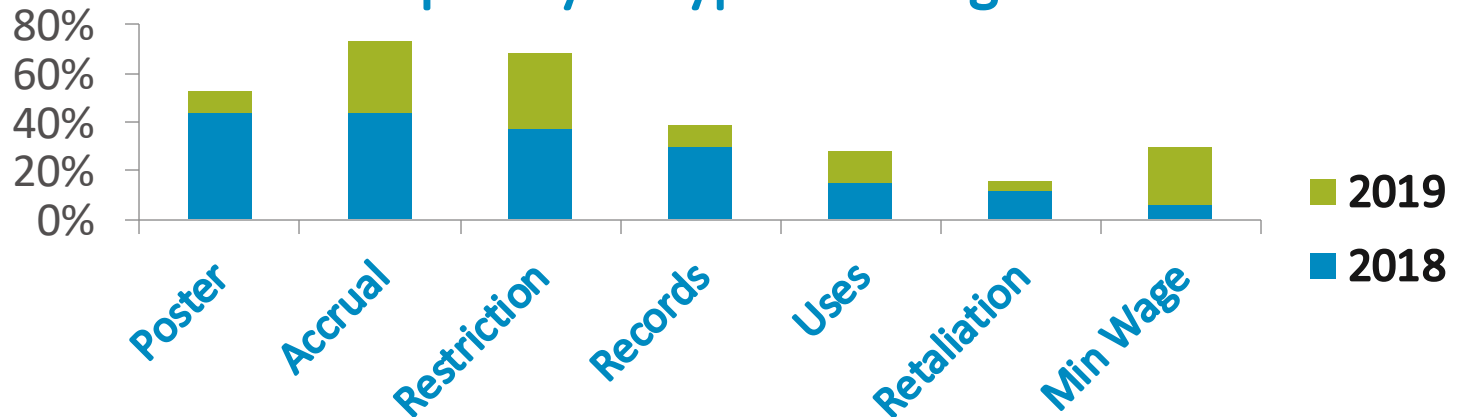


# Enforcement: New Investigations

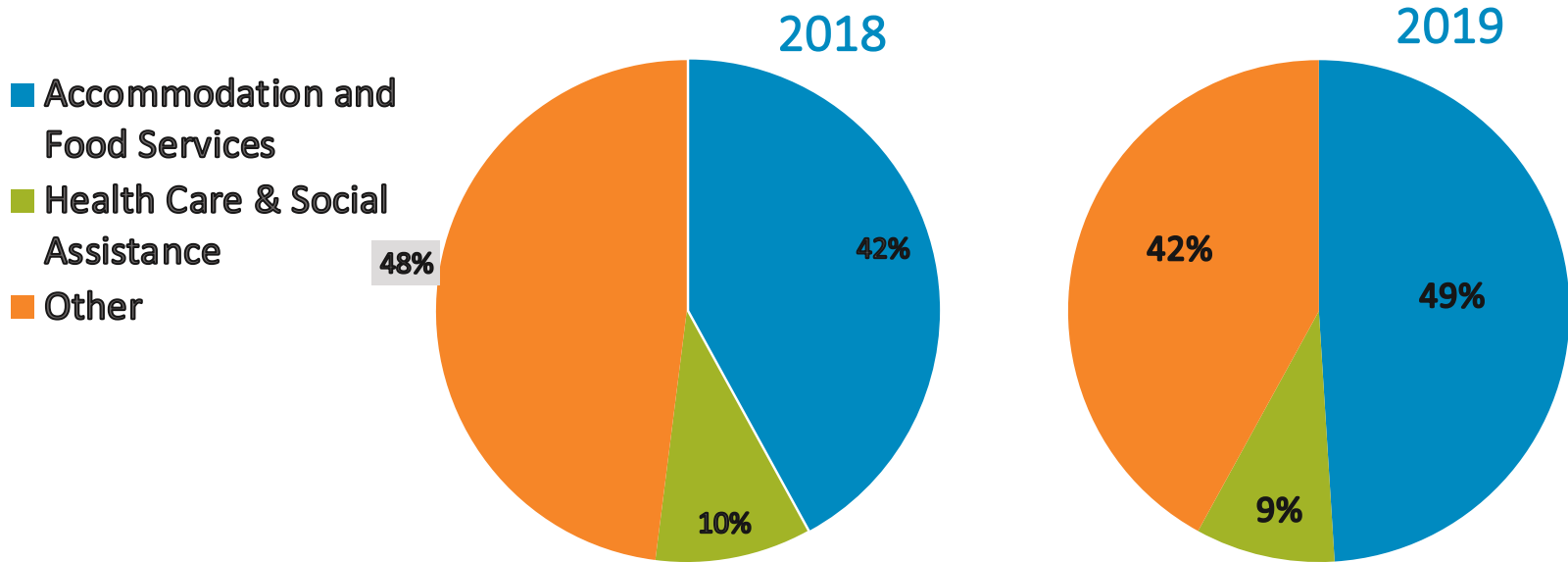
## Yearly Total



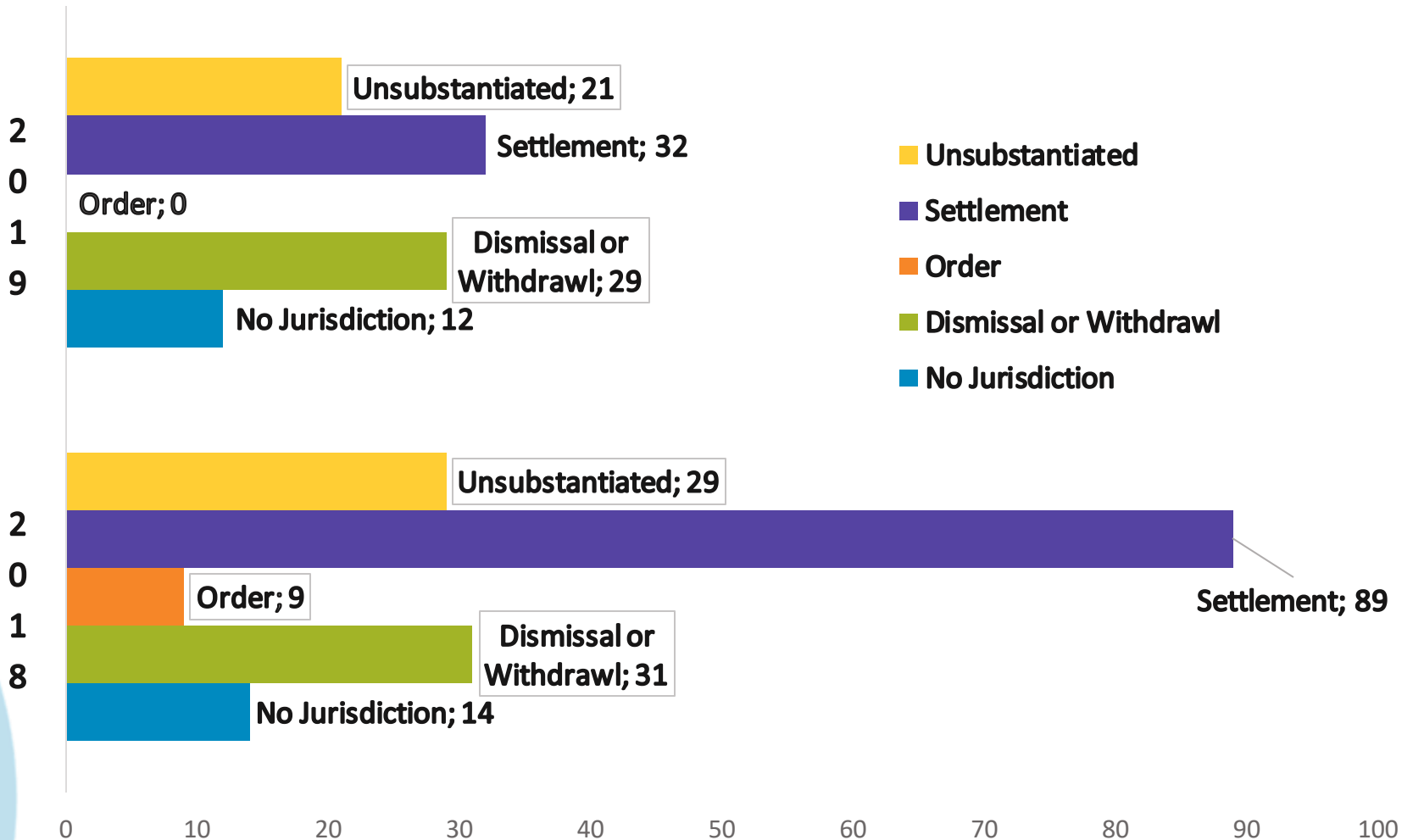
## Frequency of types of allegations



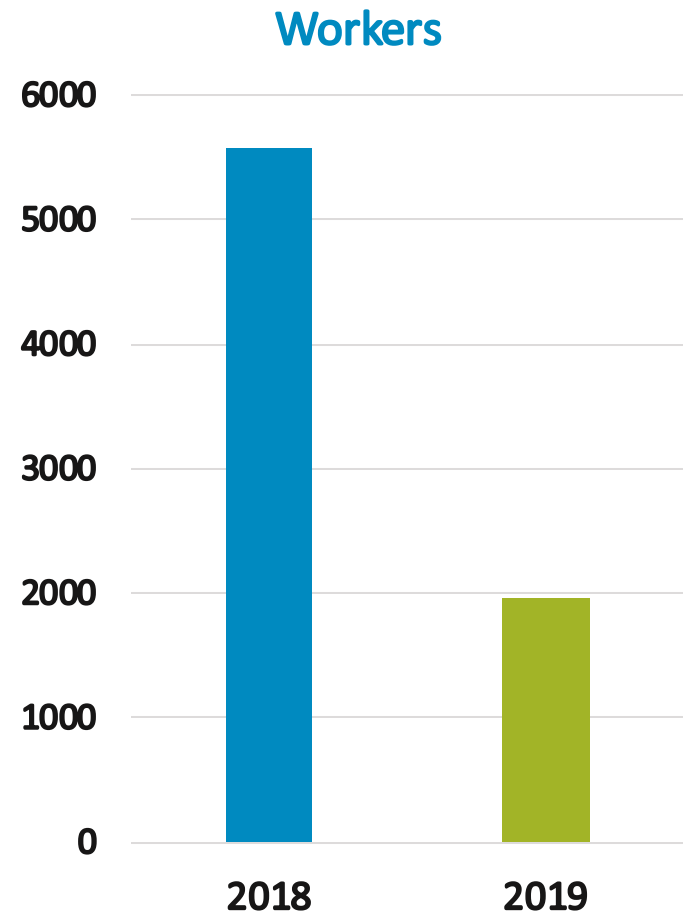
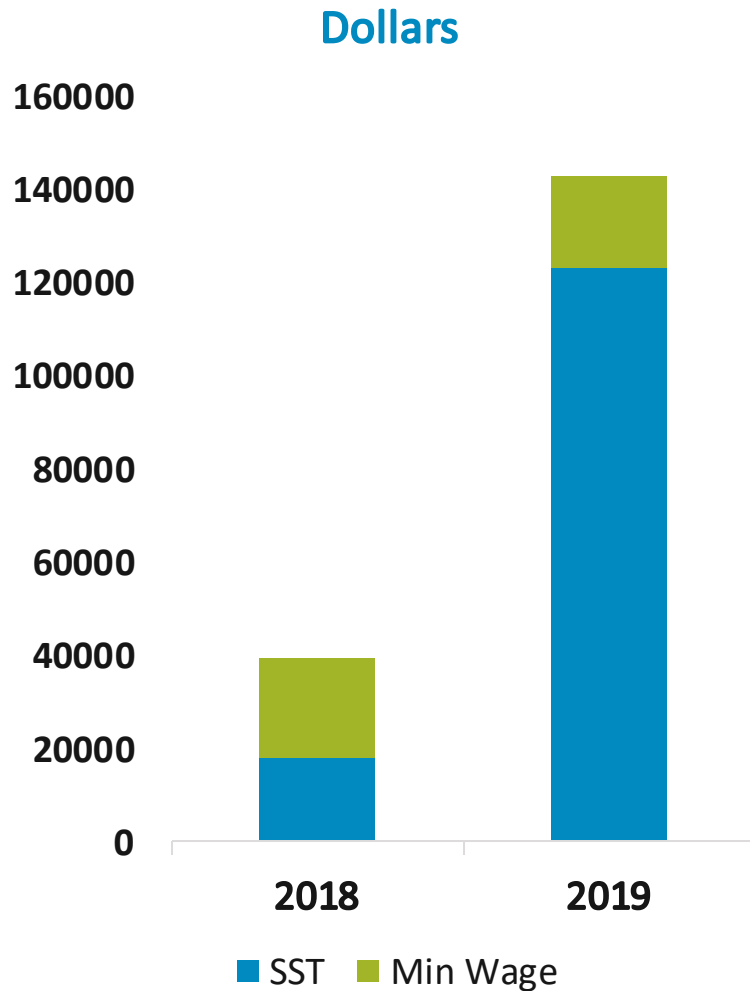
# Enforcement: by Industry



# Enforcement: Investigation Outcomes



# Enforcement: Remedies



# Looking Forward

- **Collaborative Enforcement**
- **Federal and MN Departments of Labor, AG's Office, and City of St. Paul**
- **Wage Theft**
- **Minneapolis Workplace Advisory Committee**

