City of Minneapolis settles labor standards violations with two businesses

March 29, 2022 (MINNEAPOLIS) The City of Minneapolis has entered into settlement agreements with two Minneapolis businesses for failing to comply with the City’s minimum wage and sick and safe time ordinances.

Labor Standards Enforcement Division investigations of Team DHW, a former Blaze Pizza franchisee, and HealthNorth, a home health provider, revealed subminimum wages and failures to provide access to sick leave for personal care assistants and food workers during the pandemic. The City of Minneapolis Department of Civil Rights has now resolved these cases with two settlement agreements, ensuring 19 fast food workers recovered $28,200 and 20 personal care assistants recovered $36,000 previously owed.

In both cases, workers stood up for themselves and the City helped enforce their rights. In 2021, over 1,000 workers gained new access to sick and safe time benefits as a result of City labor standards investigations conducted by the Department of Civil Rights.

The City’s Sick and Safe Time ordinance requires employers to provide some access to leave because working-while-sick endangers everyone. 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 family member. It applies based on the physical location of an employee while the employee is performing work within the city’s geographical borders.

On July 1, 2021, the minimum wage in Minneapolis increased to $12.50 for everyone and $14.25 for franchises and large employers with more than 100 employees. A $15 minimum wage will be reached on July 1, 2022 for large businesses and small businesses two years later in 2024.
Report a violation by calling 311, filling out an online form or in person at City Hall, room 239. For a free compliance consultation, email sicktimeinfo@minneapolismn.gov.

Enforcement of workers’ rights supports the City’s goals of stimulating inclusive economic growth by reducing economic and racial disparities. Learn more at the City’s website.

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City of Minneapolis reaches settlement agreement with retail business for sick and safe time violations

April 20, 2022 (MINNEAPOLIS) The City of Minneapolis has entered into a settlement agreement with a clothing retailer for failing to give employees the sick leave they are entitled under the City’s sick and safe time ordinance.

A Labor Standards Enforcement Division investigation of a Rainbow clothing store operated by Rainbow USA, Inc. at 621 W. Broadway Ave. revealed failures to provide access to sick leave for workers, including public-facing staff, during the pandemic. The City of Minneapolis Department of Civil Rights has now resolved this case with a settlement agreement, recovering over $10,000 in back wages and penalties while also ensuring affected workers receive sick access to leave moving forward.

In 2021, over 1,000 workers gained new access to sick and safe time benefits as a result of City labor standards investigations conducted by the Department of Civil Rights.

The City’s sick and safe time ordinance requires employers to provide some access to leave because working-while-sick endangers everyone. 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 family member. It applies based on the physical location of an employee while the employee is performing work within the city’s geographical borders.

Report a violation by calling 311, filling out an online form or in person at City Hall, room 239. For a free compliance consultation, email sicktimeinfo@minneapolismn.gov.

Enforcement of workers’ rights supports the City’s goals of stimulating inclusive economic growth by reducing economic and racial disparities. Learn more at the City’s website.
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.

# # #
News Release

Contact: Sarah McKenzie, 612-396-2201

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 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.
News Release

Contact: Sarah McKenzie, 612-396-2201

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.

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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News Release

Contact: Sarah McKenzie, 612-396-2201

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.

###
News Release

Contact: Sarah McKenzie, 612-396-2201

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.

###
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

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.

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.

###
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.
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.
City and U.S. Department of Labor join forces to step up labor standards enforcement

Jan. 23, 2018 (MINNEAPOLIS) The Minneapolis Department of Civil Rights and U.S. Department of Labor signed an agreement today formalizing their commitment to collaborate on investigations and public awareness of labor standards, including the City’s minimum wage ordinance.

The agreement will increase the capacity of both City and federal officials to enforce labor standards in Minneapolis to protect all workers and ensure that abusive employers seeking unfair competitive advantages are held accountable.

The collaboration comes as the City recognizes the one-year anniversary of the minimum wage ordinance and recognizes January as Human Trafficking and Exploitation Awareness Month in Minneapolis.

More than 4,000 workers received back wages or new benefits because of investigations by the City’s Labor Standards Enforcement Division in 2018.

The City’s minimum wage ordinance has a phase-in schedule requiring large businesses to pay $15 by 2022 and small businesses by 2024. Currently, the minimum wage is $10.25 for businesses with 100 or fewer employees and $11.25 for employers with more than 100 workers. The next minimum wage increase takes effect July 1, 2019.

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 promoting 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.
News Release
Contact: Sarah McKenzie, 612-673-2786

Minimum wage increases today in Minneapolis

July 1, 2019 (MINNEAPOLIS) The minimum wage in Minneapolis has increased to $11 for small employers and $12.25 for large employers.

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.

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<tr>
<td>July 1, 2024</td>
<td>Equal to Large* Business</td>
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*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 City has received 30 reports of minimum wage violations to date. Employees have received over $21,000 in back wages and penalties as a result of investigations into those violations.
Increases in Minneapolis’ minimum wage benefit tens of thousands of families. The ordinance, which took effect January 2018, 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.

###
City settles first case for worker denied sick time

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 had become ill and unavailable to work. When he requested sick leave he was denied and then banned from the premises and removed from the schedule. 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 just over three months from the date the employee filed the complaint, the Minneapolis Department of Civil Rights reached 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 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 took effect July 1. Employers with six or more workers are 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.

More information about the ordinance is at www.minneapolismn.gov/sicktimeinfo.
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.” The case is still being litigated in district court. This temporary injunction order is still in place.

City’s minimum wage ordinance in effect

In other worker protections, the City’s new municipal minimum wage ordinance has taken effect with the first stage of its tiered rollout. For this first phase, large businesses with more than 100 employees are required to pay workers at least $10 an hour. More information about the ordinance is at minimumwage.minneapolismn.gov.

# # #
Court rules in favor of the City in challenge to new municipal minimum wage ordinance

February 28, 2018 (MINNEAPOLIS) The City of Minneapolis has prevailed in a legal challenge to its new municipal minimum wage ordinance. The decision means the ordinance, which took effect Jan. 1, will stay in place.

Hennepin County District Court issued its decision on the merits of Graco, Inc. v. the City of Minneapolis yesterday afternoon. In that decision, the court ruled in favor of the City on all grounds and denied the plaintiff’s request for a permanent injunction.

“The City of Minneapolis seeks to address pressing social and economic issues facing the City, such as poverty and economic and racial disparities,” Judge Susan Burke said in her written decision. “Possible benefits to the City of Minneapolis include improved quality of health, children’s education, family life, and community stability. Improved employee performance, reduced turnover, lowered absenteeism, and improved productivity and quality of services furnished by employees should benefit the City of Minneapolis, as well as the economy as a whole.”

“I am very pleased with the outcome in this important case,” said City Attorney Susan Segal. “The court’s decision is well-reasoned and affirms the basic authority of the City to address local needs – in this case, by providing a minimum wage more in tune with costs of living in an urban center and that will promote the health and well-being of City workers through a more livable wage.”

“This landmark decision sets an important precedent, solidifies Minneapolis as a laboratory of democracy, and is a big win for workers,” said Mayor Jacob Frey. “I applaud our City Attorney’s office for their excellent defense and legal work.”

"This is a significant and meaningful win for Minneapolis", said Council President Lisa Bender. "We created the minimum wage to help improve the lives of low wage workers and their families struggling to get by paycheck to paycheck. This court decision will ensure thousands of workers living in poverty, disproportionately women and people of color, can see their income increase to meet basic needs.”
For this first phase of the ordinance, large businesses with more than 100 employees are required to pay workers a minimum of $10 an hour. Smaller businesses are gradually phased in. (Note: The minimum wage will be indexed to inflation every subsequent January after the $15 an hour wage is reached.)

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The City’s Department of Civil Rights oversees enforcement of the municipal minimum wage, and employees are encouraged to report violations online.

The municipal minimum wage ordinance comes at a time when 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 is expected to 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.

###


June 4, 2018 (MINNEAPOLIS) On July 1, 2018, the minimum wage in Minneapolis is going up to $10.25 for small employers and $11.25 for large employers.

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.

![Minimum Wage Increase Chart]

The City’s Department of Civil Rights oversees enforcement of the municipal minimum wage, and workers are encouraged to report violations online.
Minneapolis’ minimum wage ordinance comes as inequality climbs nationally, and more than 84,000 people in Minneapolis earn incomes below the federal poverty level. Inaction by federal and state governments has prompted more cities throughout the country to enact their own laws.

Increases in Minneapolis’ minimum wage will benefit tens of thousands of families. Forty-one percent of all black workers and 54 percent of all Latino workers (compared to only 17 percent of all white workers) in Minneapolis previously earned less than $15 per hour and will receive raises.

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.

###
News Release

Contact: Sarah McKenzie, 612-673-2786

Minimum wage increases July 1 in Minneapolis

June 28, 2018 (MINNEAPOLIS) Reminder from the City of Minneapolis: On July 1, 2018, the minimum wage in Minneapolis is going up to $10.25 for small employers and $11.25 for large employers.

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.

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The ordinance supports the City’s goals of promoting inclusive economic growth by 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.

(Below: A link to a slideshow on the minimum wage ordinance.)
Free workshops in August will help restaurants plan for minimum wage increases

July 19, 2018 (MINNEAPOLIS) The City of Minneapolis is sponsoring a free workshop, offered twice in August, for restaurant owners looking for strategies to adjust to the Minneapolis minimum wage ordinance.

The workshop, on Aug. 2 and again on Aug. 15 at the Minneapolis Central Library, will offer restaurants an opportunity for free one-on-one business consulting through the City’s Business Technical Assistance Program (B-TAP). The sessions will be facilitated by Cue the Accountant, a local consulting firm focused on the restaurant and hospitality industry. The City aims to help restaurants increase wages and maintain or increase profitability.

Planning for Profitability workshops
9-10 a.m. Thursday, Aug. 2; and 3 p.m.-4 p.m. Wednesday, Aug. 15
Doty Board Room (second floor) at Minneapolis Central Library, 300 Nicollet Mall
Restaurants in Minneapolis should register online. Questions can be directed to Emily Peterson at emily.peterson@minneapolismn.gov.

On July 1, 2018, the minimum wage in Minneapolis increased to $10.25 for small employers and $11.25 for large employers. The Minneapolis minimum wage ordinance defines small businesses as 100 or fewer employees and large businesses as more than 100 employees. The minimum wage will increase to $15 for large businesses in 2022 and for small businesses in 2024.

The ordinance supports the City’s goals of promoting 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.
News Release

Contact: Sarah McKenzie, 612-673-2786

City settles with McDonald’s to pay workers $20,000 owed under minimum wage ordinance

July 25, 2018 (MINNEAPOLIS) The City of Minneapolis has entered into a settlement agreement with a McDonald’s franchise at 210 E. Lake St. to ensure workers are paid more than $20,000 in back wages and penalties owed under the City’s minimum wage ordinance.

The City’s Civil Rights Department discovered widespread underpayment of wages at the McDonald’s location after being alerted to the problem by community partners.

The Civil Rights Department will be conducting a training for managers at the fast food restaurant. A separate roundtable discussion with ownership, managers and workers is also required as part of the settlement, creating a safe space for all to discuss workplace concerns.

The City’s minimum wage ordinance took effect Jan. 1, 2018, requiring large businesses with more than 100 employees to pay workers $10 an hour. On July 1, 2018, the minimum wage in Minneapolis increased to $10.25 for small employers with less than 100 workers and $11.25 for large employers.

The tiered phase-in schedule requires large businesses to pay a $15 minimum wage by 2022 and small businesses by 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 promoting 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.
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.

###
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.

###
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.

###
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.

# # #
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.

# # #
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.

# # #
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.

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<tr>
<td>July 1, 2024</td>
<td>$15 indexed to inflation</td>
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</table>

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.

###
News Release
Contact: Sarah McKenzie, 612-673-2786

Sick and safe time ordinance takes effect July 1
Most workers in Minneapolis now get sick time off

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 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, thea new ordinance protecting time off for people who get sick and work in Minneapolis 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

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.)

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<thead>
<tr>
<th>Date</th>
<th>Small business: 100 or fewer employees</th>
<th>Large business: more than 100 employees</th>
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<tbody>
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<td>July 1, 2018</td>
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<td>July 1, 2023</td>
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</tr>
<tr>
<td>July 1, 2024</td>
<td>Equal to large business</td>
<td>Indexed to inflation</td>
</tr>
</tbody>
</table>

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.

###
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.)

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<th>Date</th>
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<td>$12.50</td>
<td>$14.25</td>
</tr>
<tr>
<td>July 1, 2022</td>
<td>$13.50</td>
<td>$15</td>
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<tr>
<td>July 1, 2023</td>
<td>$14.50</td>
<td>Indexed to inflation</td>
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<tr>
<td>July 1, 2024</td>
<td>Equal to large business</td>
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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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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.

# # #
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.

# # #
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

# # #
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.

# # #