

REPORT TO THE CITY COUNCIL FROM  
COMMITTEE OF THE WHOLE  
STANDING COMMITTEE OF THE MINNEAPOLIS CITY COUNCIL  
May 26, 2016

A regular meeting of the committee was convened at 12 noon on this date.

Members Present: Council Members Elizabeth Glidden (chair), Lisa Bender, Alondra Cano, Jacob Frey, Lisa Goodman, Cam Gordon, Andrew Johnson, Barbara Johnson, Linea Palmisano, John Quincy, Kevin Reich, Abdi Warsame, Blong Yang

Matters listed below are hereby submitted with the following recommendations; to-wit:

1. Workplace Regulations ordinance ([15-01372](#))

Passage of Ordinance amending Title 2 of the Minneapolis Code of Ordinances relating to Administration, adding a new Chapter 40 entitled "Workplace Regulations," relating to paid time off and earned sick time.

A presentation was given by Susan Trammel of the City Attorney's Office.

B. Johnson moved approval of the Sick & Safe Time Ordinance, as presented by staff.

The following amendments were approved:

1. On motion by Glidden, carried on voice vote, Sections 10; 20; 30; 100; 210; 220; 250 were amended.
2. On motion by Frey, carried on voice vote, Sections 30, 50, 90, 120, 130, 140, 150, 260, and 270 were amended.
3. On motion by Bender, carried on voice vote, Sections 40 and 220 were amended.
4. On motion by A. Johnson, carried on voice vote, Section 220 was amended.
5. On motion by Cano, carried on voice vote, Section 220 was amended.
6. On motion by Gordon, carried on voice vote, Sections 40 and 220 were amended.
7. On motion by Palmisano, carried on voice vote, Section 220 was amended.
8. On motion by B. Johnson, carried on voice vote, Section 280 was amended.
9. On motion by Gordon, carried on voice vote, the Clerk was authorized to incorporate technical changes to ensure consistent formatting, including section numbering and catch-lines, and other clerical corrections of the final draft of the ordinance for submittal to the full City Council.

The following staff directives were approved:

1. On motion by Warsame, approved on voice vote, the following staff direction was approved: Warsame moves to direct Community Planning & Economic Development, the City Coordinator's Office, and the Neighborhood & Community Relations department, in collaboration with the Department of Civil Rights, to develop a proposal for the creation of a Small Business Compliance Program focused on supporting small businesses as they work towards compliance with the new Workplace Regulations ordinance. The program and its personnel should focus on technical assistance and administrative resources for small businesses up to 15 employees. The program should be capable of providing support for the City's diverse small business and new immigrant communities. Staff are directed to report back to the Committee of the Whole by September 21, 2016 with a program proposal and to include additional funding requests to account for the program in their 2017 budget proposals.

2. On motion by Frey, approved on voice vote, the following staff direction was approved: The City Council recognizes that many employers in Minneapolis have existing policies allocating annual paid time off or paid sick time (collectively "PTO/PST") each calendar year without requiring direct accrual. Said policies may surpass minimum annual accrual as provided in Title 2, Chapter 40, but require PTO/PST to be used within the year without carryover. As such, Frey directs the city coordinator's office, city attorney's office, civil rights office, and director of economic policy and development to analyze how said policies can be accounted for within Title 2, Chapter 40, and directs staff to return to the City Council Committee of the Whole with recommendations for doing so by August 17<sup>th</sup>, 2016.
3. On motion by Glidden, approved on voice vote, the following staff directions were approved:
  1. Direct staff from the City Attorney's Office, the Civil Rights Department and the Business Licensing division of the Community Planning and Economic Development Department to confer and prepare to enforce city requirements that licensed businesses adhere to all laws, which will permit the city to take adverse license action against a license or permit holder if they fail to comply with adopted sick leave ordinance provisions; and direct staff from the City Attorney's Office, the Civil Rights Department, and the City Coordinator's office to confer and develop rules and regulations to address the impact of non-compliance with the sick time ordinance on City of Minneapolis vendors and contractors.
  2. To further articulate and clarify the City Council's intent in Chapter 40, Section 110(b): "(b) The director shall develop and implement a multilingual and culturally specific outreach and community engagement program to educate employees and employers about their rights and obligations under this chapter. This outreach program shall include media, trainings and materials accessible to the diversity of employees and employers in the city", and  

The City Council directs staff from the Department of Civil Rights to: Collaborate and consult with staff from the Neighborhood and Community Relations Department and the Office of the City Coordinator, among others as necessary, to plan and implement multilingual and culturally specific outreach and community engagement to educate employees and employers about their rights and obligations under Chapter 40.
  3. Pursuant to the WPG Supplemental recommendation #4, regarding concern from nonprofit employers that rely on government reimbursement for services, direct staff from the Intergovernmental Relations Department to review options for advocating for increased state reimbursement rates for areas such as long-term care, care for people with disabilities, and child care, in order to offset the expected cost increase as a result of sick time.
  4. Direct staff from the Civil Rights Department, along with staff supporting implementation from other departments throughout the city, to report quarterly to the City Council on progress following adoption of the sick leave ordinance.

The pending motion by B. Johnson on the Sick & Safe Time Ordinance was approved as amended on voice vote.

With no further business to transact, the meeting adjourned at 2:00 p.m.  
Reported by Diana Armstrong, Council Committee Coordinator