

**WORKPLACE PARTNERSHIP GROUP**  
—Orientation Session—  
Thursday, December 3, 2015; 5:30 p.m.  
Minneapolis Convention Center

**Attending:** Susie Brown; Steve Cramer; Faisal A. Mohamud Deri; Liz Doyle; Brian K. Elliott; Molly Glasgow; Chelsie Glaubitz Gabiou; Ron Harris; Abdirahman Kahin; Christopher Carl Pennock; Guillermo Alexander Lindsay; Tony Lacroix-Dalluhn; Wade Luneburg; Bruce Nustad; Jim Rowader; Danny Schwartzman; and Sarah Webster Norton

**Absent:** Dayna Frank and Stephanie Gasca

**Staff:** Nuria Rivera-Vandermyde; Luke Weisberg; Casey Carl; David Rubedor; Susan Trammell; Sasha Bergman; Haila Maze; and Jackie Hanson

\* \* \* \* \*

1. **Welcome & Introductions**

Ms. Rivera-Vandermyde welcomed members, expressing the City’s appreciation, on behalf of the Mayor and City Council, for their enthusiasm and for the commitment each had made to participating in the development of policy proposals related to earned sick time and paid time off. She led a round of self-introductions among members and staff. See attached attendance (sign-in) sheet for attendance. Membership and staff rosters were included in members’ binders; updates, based on corrections submitted by members, will be distributed at a future meeting.

2. **Structure, Timeline & Operating Principles**

Mr. Carl presented and summarized key provisions in a prepared draft of rules which would need to be considered by the Partnership for adoption at its first business meeting, copies of which were provided in members’ binders. Among other issues requiring the group’s action were the selection of leadership positions (chair and vice-chair), the scheduling of business meetings, and decisions about how the Partnership wished to organize its membership, including potential formation of committees, acceptance of public comments at business meetings, and strategies for engaging the community. Mr. Carl explained these rules and related decisions would provide the overarching framework within which the Partnership would complete its work within the twelve-week period, when final recommendations on policy proposals were required to be submitted to the City Council’s Committee of the Whole at its regular meeting on February 24, 2016.

Mr. Weisberg presented operating principles he hoped to implement and follow for consensus-building and decision-making. These principles, copies of which were also included in members’ binders, would help guide the work of the Partnership and help ensure a fair and balanced participation from all members.

Mr. Weisberg mentioned that the City was organizing a Microsoft SharePoint site where documents, reports, agendas, and other materials would be posted for easy access by members and staff. Details on how to access that site would be provided at a future meeting.

### 3. Understanding Our Charge

Mr. Weisberg reviewed the charge of the Workplace Partnership Group, as adopted by the Mayor and City Council; specifically:

*“To study the impact of policy proposals related to workplace regulations on earned sick time and paid time off, including regional and cross-jurisdictional implications of such policy proposals. The Partnership Group is to engage the community in the development of its recommended policy proposals through focus groups, listening sessions, and similar practices and may consult subject-matter experts in the course of its study. The Partnership Group is to report its final policy proposals on earned sick time and paid time off to the Committee of the Whole by no later than February 24, 2016.”*

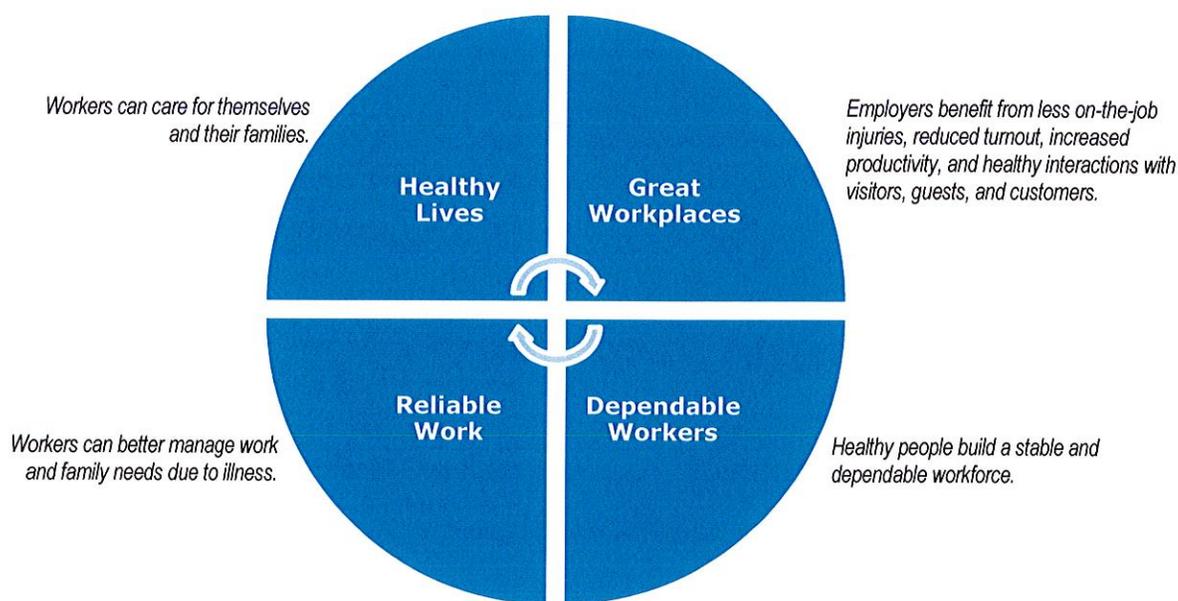
Mr. Rubedor described how his department, Neighborhood & Community Relations, would be available to provide support and resources for community engagement efforts, aligned with the Core Principles of Community Engagement adopted by the City of Minneapolis (from the International Association for Public Participation (IAP2), see: [www.iap2.org](http://www.iap2.org)). Mr. Weisberg indicated that members would need to reflect on which specific groups within the community may need to be consulted in the process of considering policy recommendations, and how those groups might be engaged in meaningful ways.

### 4. Framing & Background

Mr. Weisberg summarized data from a series of reports, included in members’ binders, which helped frame and provide context for considering policy implications raised by questions related to earned sick time and paid time off, including existing policies from across the United States and in various local jurisdictions. Of particular interest were similar policies already enacted in San Francisco, Seattle, and Philadelphia, which helped to structure initial considerations, as shown in the following chart—

Policy Questions	San Francisco	Seattle	Philadelphia
Who’s covered?	Workers employed in the city boundaries	Workers who work in the city for more than 240 hours in a year	Workers who work in the city for more than 40 hours in a year
For whom?	Spouses, extended family and domestic partners		
How much and how fast?	1 hour for every 30 hours worked	1 hour for every 30 worked; slower for smaller businesses	Caps, based on firm size
By what businesses?	Inclusive of all workers	Firms over 4 people	Inclusive of all workers working at least 40 hours in a year

Mr. Weisberg presented a conceptual framework he suggested would be helpful for categorizing potential policy aspects related to earned sick time and paid time off, which he sorted among four interrelated pieces—



This framework would enable the Partnership to consider among its potential policy recommendations (1) the well-being of Minneapolis residents; (2) the productivity of Minneapolis-based businesses; (3) the well-being of workers in Minneapolis; and (4) the well-being of visitors and others who are served by Minneapolis businesses and workers, in addition to any other considerations that might be included within the scope of its work.

Mr. Weisberg summarized data from a series of reports, included in members' binders, which helped frame and provide context for considering policy implications raised by questions related to earned sick time and paid time off. He discussed the variety of data available from myriad sources, some of which had already been reviewed by staff. Ms. Rivera-Vandermyde encouraged members to identify research needs that could be addressed by the core staff team for the Partnership, in addition to those already identified.

## 5. Next Steps

Members were asked to review the materials provided in their binders prior to the next meeting and to self-reflect on the issues, questions, and ideas those materials generated. He asked each member to submit questions or potential data points to be researched that would help to flesh-out the context of the Partnership's mission. Members were also tasked with identifying up to five interest groups that could be helpful in shaping the Partnership's understanding of the implications of any policy recommendations related to earned sick time and paid time off; this might include specific business sectors, groups of workers, geographically-targeted groups, specific racial or ethnic populations, etc. Those questions, suggestions, identified target groups, and other related issues are to be emailed to Mr. Weisberg at: [weisberg@lukeworks.net](mailto:weisberg@lukeworks.net). Members were asked to submit those matters by email no later than close of business on Tuesday, December 8, 2015.

Ms. Rivera-Vandermyde indicated staff would look to schedule the first business meeting soon, possibly as early the following week (December 7-11). Official notices would be published at least 48 hours in advance with details about meeting location.

# Workplace Regulations Partnership

## ATTENDANCE SIGN-IN SHEET Thursday, December 3, 2015



Susie Brown

Steve Cramer

Molly Glasgow

Christopher Carl Pennock

Guillermo Alexander Lindsay

Liz Doyle

Ron Harris

Faisal A. Mohamud Deri

Dayna Frank

Tony Lacroix-Dalluhn

Jim Rowader

Danny Schwartzman

Brian K. Elliot

Chelsie Glaubitz Gabiou

Wade Luneburg

Bruce Nustad (alternate)

Sarah Webster Norton (alternate)

Stephanie Gasca (alternate)

Abdirahman Kahin (alternate)