

Workplace Partnership Group

PROPOSED FRAMEWORK/PROTOCOL FOR LISTENING SESSIONS

for discussion 12/11/15

1. Sessions will be scheduled for 75 minutes, with expected 15 minutes of housekeeping and 60 minutes of Q&A. Given our schedule, we think it's possible to schedule at least five, and possibly up to ten focused listening sessions with 12-18 invited discussants from specific groups, industries, and perspectives. Additionally, we will host one 'public forum' that has no identified focus and is widely available for public comment.
2. Sessions are open to the public, and every effort will be made to encourage people to attend the sessions that are focused on the group/issues of greatest interest to them. Only the invited discussants will be offered opportunity to respond to questions. Others are welcome to listen and may, at their initiation, offer written responses by email to questions posed. If time allows, at the discretion of the hosts and facilitators, others representing the focused group of the sessions may be invited to offer comment as well.
3. Sessions will be "hosted" by one or more members of the WPG, and staffed by at least one or two members of the staff team. Hosts will be the responsible liaison for bringing attendees to the meeting, introducing the meeting and welcoming attendees.
4. Sessions will not be transcribed nor summaries provided, but key points will be captured by staff on flip chart/screens so they are visible to attendees.
5. After the welcoming and framing by hosts, facilitators (City staff) will ask the following questions, ensuring that all invited discussants have opportunity to respond:
 - a. How/when would you expect paid sick leave to be used by employees and employers?
 - b. What, if any, measures should be considered to ensure that workers are not penalized for using paid sick time & that employers are not subject to undue hardship in implementation of a policy?
 - c. What's a meaningful accrual rate? Should it vary by hours worked, business size, revenue, # employees?
 - d. What else would you like to say on this topic to shape the discussion?
6. Sessions will conclude with information about how to submit additional comments to the WPG.

DRAFT FOR DISCUSSION 12/11/15

Based WPG member input, likely sessions could include the following:

- a. Workers and owners from small businesses (under 50 employees?)
- b. Workers and owners from women- and minority-owned (regardless of size) businesses
- c. Women and workers of color (particularly in part-time, lower-wage positions)
- d. Health care sector employers and workers
- e. Hospitality/Accommodation employers and workers
- f. Unionized/contracted workers among larger employers (in specific industry sectors?)
- g. Employers who may not be based in the City of Minneapolis but have a substantial worker presence in Minneapolis and/or serving Minneapolis residents (e.g., FedEx, American Red Cross, state/federal government)
- h. Part-time workers (particularly those with more than one job).
- i. Individuals who currently are not provided paid sick time off and are in positions that have high 'public contact' (e.g., teachers, childcare, healthcare, events, food service, etc.)
- j. Medium and large businesses (based on revenue) who can articulate their current sick leave policies, if any, and share perspectives about implementation and enforcement.

DRAFT FOR DISCUSSION 12/11/15