

WORKPLACE PARTNERSHIP GROUP

—Second Business Meeting—
Monday, January 11, 2016; 5:30 p.m.
Minneapolis City Hall – Room 319

* * * * *

1. Call to Order

The Chair called the meeting to order at 5:43 p.m. The following members were found to be in attendance:

Attending: Susie Brown; Steve Cramer; Liz Doyle; Brian Elliott; Dayna Frank; Stephanie Gasca; Molly Glasgow; Chelsie Glaubitz Gabiou; Ron Harris; Christopher Carl Pennock; Tony Lacroix-Dalluhn; Bruce Nustad; Jim Rowader; Danny Schwartzman; and Sarah Webster Norton [See *attached attendance sheet*]

The following staff members were also present: Nuria Rivera-Vandermyde; Luke Weisberg; Casey Carl; Gretchen Musicant; Susan Trammell; Christina Kendrick; and Sasha Bergman.

2. Acceptance of Minutes – Orientation Session: December 3, 2015

On motion by Schwartzman, the minutes of the First Business Meeting conducted Friday, December 11, 2015, were approved.

3. Report from the Chair

A. Report on Listening Sessions: January 6 and 7

The Chair facilitated discussion about the two listening sessions already completed; these included:

Latino employees and employers
Jan. 6, 2016; 6 - 7:30 p.m.
Mercado Central
1515 E Lake Street
Construction/manufacturing industry employees and employers
Jan. 7, 2016; 4:30 – 6:30 p.m.
Minneapolis Labor Center
312 Central Avenue
Minneapolis, MN 55414

B. Review and discussion of plans for upcoming Listening Sessions

Based on the experiences of those sessions, member agreed some level of background with respect to the actual policy proposals needed to be provided to establish context for participants. This was also seen as critical in assuring balance and objectivity, both in the panelists selected to provide input as well as comments received from the general public. To that end, members

requested staff to develop brief fact sheets describing the experiences of other jurisdictions where similar policies have been enacted. Staff was requested to develop a calendar of remaining listening sessions, meetings, and related events that could be provided to the public at future listening sessions.

The point was also made that members needed to be proactive in requesting research, reports, or materials that might be cited by speakers at listening sessions in order to validate the objectivity and facts presented. As one example, it was noted that one panelist from the Jan. 7 listening session had referenced a report by the Freedom Foundation [*"The Effect of Mandatory Paid Sick Leave Policies – Reviewing the Evidence,"* by Max Nelsen; see: <http://www.myfreedomfoundation.com/sites/default/files/documents/The%20Effect%20of%20Mandatory%20Paid%20Sick%20Leave%20Policies%20-%20Reviewing%20the%20Evidence.pdf>]. It was suggested members should have access to these reports and research to better inform their own positions and to have the opportunity to validate the research methods and conclusions. The staff support team was already working to research a number of questions/issues already raised by the Partnership Group, which were anticipated to be presented at a future business meeting.

Members also requested that the standardized questions used to frame the discussion at listening sessions be further refined to set expectations and prompt a more robust conversation among the selected discussants. It was felt that some questions may be unintentionally leading to certain conclusions or positions; they needed to be reframed in a more generalized manner that encouraged equal feedback from employers and employees. Additionally, members suggested that panelists be provided in advance with additional background on the specific charge of the Workplace Partnership Group and context about similar policies and experiences in comparable jurisdictions. This would further help panelists to prepare or tailor their comments to the specific issues.

4. Unfinished Business

A. Calendar review and approval

The Chair recognized Mr. Weisberg, who facilitated a review of the tentative timeline to complete the assigned task, including a schedule outlining key meetings and events through February 24, 2016. With feedback and clarification from members, the following schedule was generally approved, subject to further modification (as needed)—

- Wednesday, January 13, 3:30 – 5 p.m.: Nonprofit/Social Sector Listening Session at St. Mary's, Room 105, 2304 Park Avenue (55404)
- Thursday, January 14, 11:30 a.m. – 1 p.m.: Small Business Listening Session at Bryant Lake Bowl (theater), 810 West Lake St (55408)
- Thursday, January 14, 4:30 – 6:30 p.m.: Downtown Businesses Listening Session at Minneapolis Downtown Council, Skyline Conference Room, 81 South 9th Street, Suite 260 (55402)
- Sunday, January 17, 7 – 8:30 p.m.: Hospitality/Service Industry Listening Session at Aster Café – River Room, 125 SE Main St (55414)
- Tuesday, January 19, 3:30 – 5 p.m.: Franchise Businesses Listening Session at Pearl Park, 414 E Diamond Lake Rd (55419)

- Wednesday, January 20, 5 – 6 p.m.: African-American Employees & Employers Listening Session at Urban League, 2100 Plymouth Avenue N (55411)
- Wednesday, January 20, 6:30 – 8 p.m.: General Public Listening Session #1 at Minneapolis Urban League, 2100 Plymouth Avenue N (55411)
- Thursday, January 21, 6:30 – 8 p.m.: General Public Listening Session #2 at Sabathani Community Center, 310 E 38th St (55409)
- Monday, January 25, 11 a.m. – 1 p.m.: Business Session #3 at City Hall, with phone-in option if possible
- Tuesday, January 26: **TIMES TBD**—
 - East African Listening Session – Being organized by NCR Department
 - Southeast Asian Listening Session – Being organized by NCR Department
 - American Indian Listening Session – Being organized by NCR Department
- Thursday, January 28, 2 – 4 p.m.: Public Health/Health Care Listening Session at Allina Commons – Pettingill Hall (lower level), 2925 Chicago Ave S (55407)
- Monday, February 1, 11:30 a.m. – 1:30 p.m.: Business Meeting #4
- Monday, February 8, 7:30 – 9:30 a.m.: Business Meeting #5
- Thursday, February 11, 3 – 5 p.m.: Business Meeting #6
- Wednesday, February 17, 7:30 – 9:30 a.m.: Business Meeting #7
- Monday, February 22: Final report submitted for Committee of the Whole meeting on Wed., Feb. 24, 2016

5. New Business

- A. Clarifying and affirming key decision points
- (1) Scope of policy recommendations
 - (2) Use of time off
 - (3) Protections for employers and employees
 - (4) Accrual rate and caps
 - (5) Enforcement issues

Mr. Weisberg presented a structure for considering high-level policy elements (questions) that might be included in final recommendations submitted to the Mayor and City Council [see *attached document "Roadmap to Policy Recommendations"*]. Members offered feedback on various issues or questions to be included, or expanded upon, within the overall framework, as presented. An updated version of this framework will be provided by staff incorporating the agreed modifications and changes.

6. Adjournment

With no further business to be presented, the meeting adjourned at 7:43 p.m.

Workplace Partnership Group

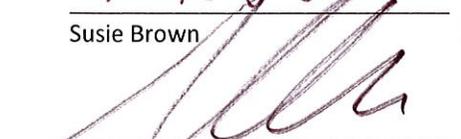
ATTENDANCE SIGN-IN SHEET Monday, January 11, 2016



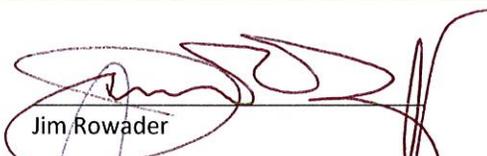


Susie Brown

Kiara Ellis
Student

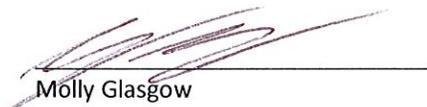


Steve Cramer

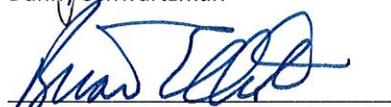


Jim Rowader

Danny Schwartzman



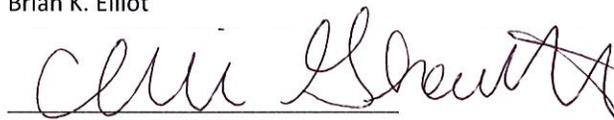
Molly Glasgow



Brian K. Elliot



Christopher Carl Pennock



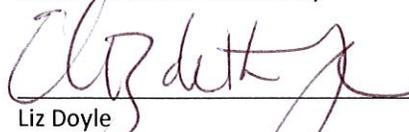
Chelsie Glaubitz Gabiou



Guillermo Alexander Lindsay



Wade Luneburg



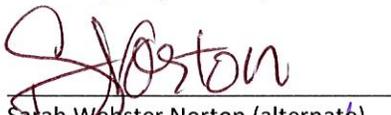
Liz Doyle



Bruce Nustad (alternate)



Ron Harris



Sarah Webster Norton (alternate)



Faisal A. Mohamud Deri



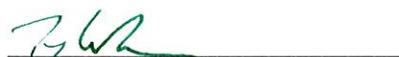
Stephanie Gasca (alternate)



Dayna Frank



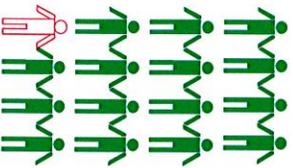
Abdirahman Kahin (alternate)



Tony Lacroix-Dalluhn

GUIDING OBJECTIVES

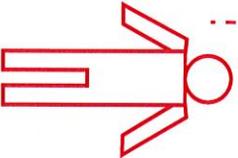
Improve Public Health



Employees who are ill impact the health of the general public.

They are likely to infect colleagues, customers and other people they interact with during the work day.

Improve Employee Health & Labor Conditions



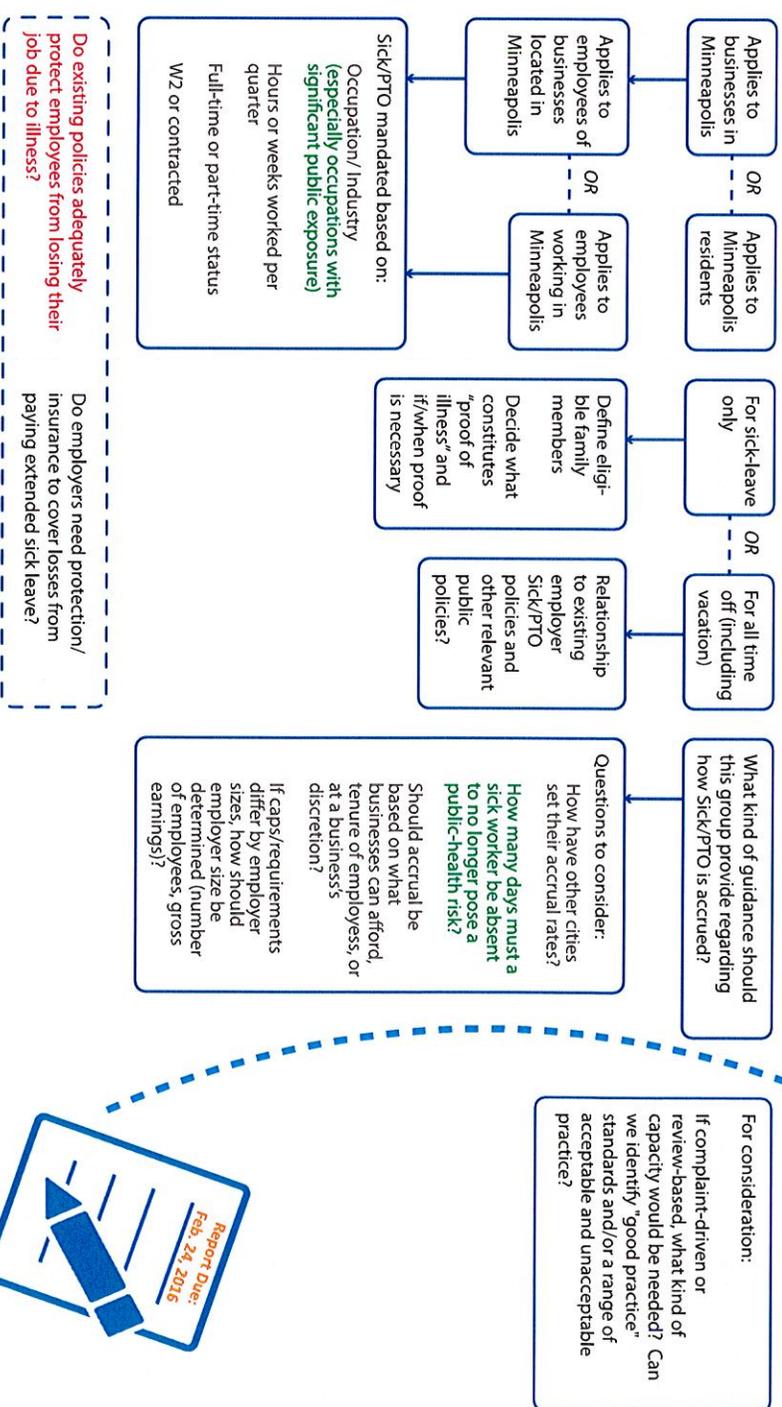
Enabling employees to take time off allows them to adequately take care of themselves and their families.

A little more than 40% of employed Minneapolis residents have no access to paid time off.

These employees are disproportionately low-wage and individuals of color.

ROADMAP TO POLICY RECOMMENDATIONS

- 1 What is the Scope of Policy?
- 2 How is Sick/PTO Used?
- 3 How is Sick/PTO Accrued?
- 4 How is the Policy Enforced?



Do existing policies adequately protect employees from losing their job due to illness?

Do employers need protection/insurance to cover losses from paying extended sick leave?

