

CITY OF MINNEAPOLIS

WORKPLACE REGULATIONS PARTNERSHIP GROUP

BUSINESS MEETING

MONDAY, FEBRUARY 1, 2016

OUR AGENDA

1. Call to Order
2. Acceptance of Minutes from 1/25/16 meeting
3. Report from the Chair: Listening Session Themes
4. Unfinished Business
 - A. Brief review of decisionmaking process
 - B. Decision points on “scope”
5. New Business
6. Adjournment



WRP Calendar (at 2/1/16)

MON 2/1/16	WPG Business Meeting #4	11:30 am to 1:30 pm
MON 2/8/16	WPG Business Meeting #5	7:30—9:00 am
THU 2/11/16	WPG Business Meeting #6	3:00—5:00 pm
WED 2/17/16	WPG Business Meeting #7	7:30—9:00 am
MON 2/22/16	Recommendations forwarded to COW for presentation on WED 2/24/16	

WHAT WE HEARD...

VALUE PROPOSITION

- Healthy lives
 - Well-being of Minneapolis residents, workers, visitors and others being served by Minneapolis businesses
- Great workplaces
 - Well-being of Minneapolis workers: broad support for workers well-being
 - Productivity of Minneapolis-based businesses: While seeing challenges, there is opportunity to create more dependable workers.
 - Build on (or create) trusting work relationships



WHAT WE HEARD...

POLICY SOLUTIONS

- Simple, Clear, and perhaps not uniform...
- Reward work: earn time and give flexibility
- Focus attention on those who don't have any access. Don't mess up existing policies & contracts
- Be as clear as possible about potential business costs and mitigate or reward if possible



WHAT WE HEARD...

IMPLEMENTATION PATHWAYS

- Tend to retaliation to protect employees and potential for abuse to protect employers
- Allow for time to phase-in
- Ensure an “ombudsman” outlet is available to employees and employers
- Educate, inform, and support!
- Caution regarding City bureaucracy to manage and monitor implementation



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 Minneapolis employees have no access to paid time off. These employees are disproportionately low-wage and individuals of color.

Improve Business Climate for Attracting and Retaining Employees

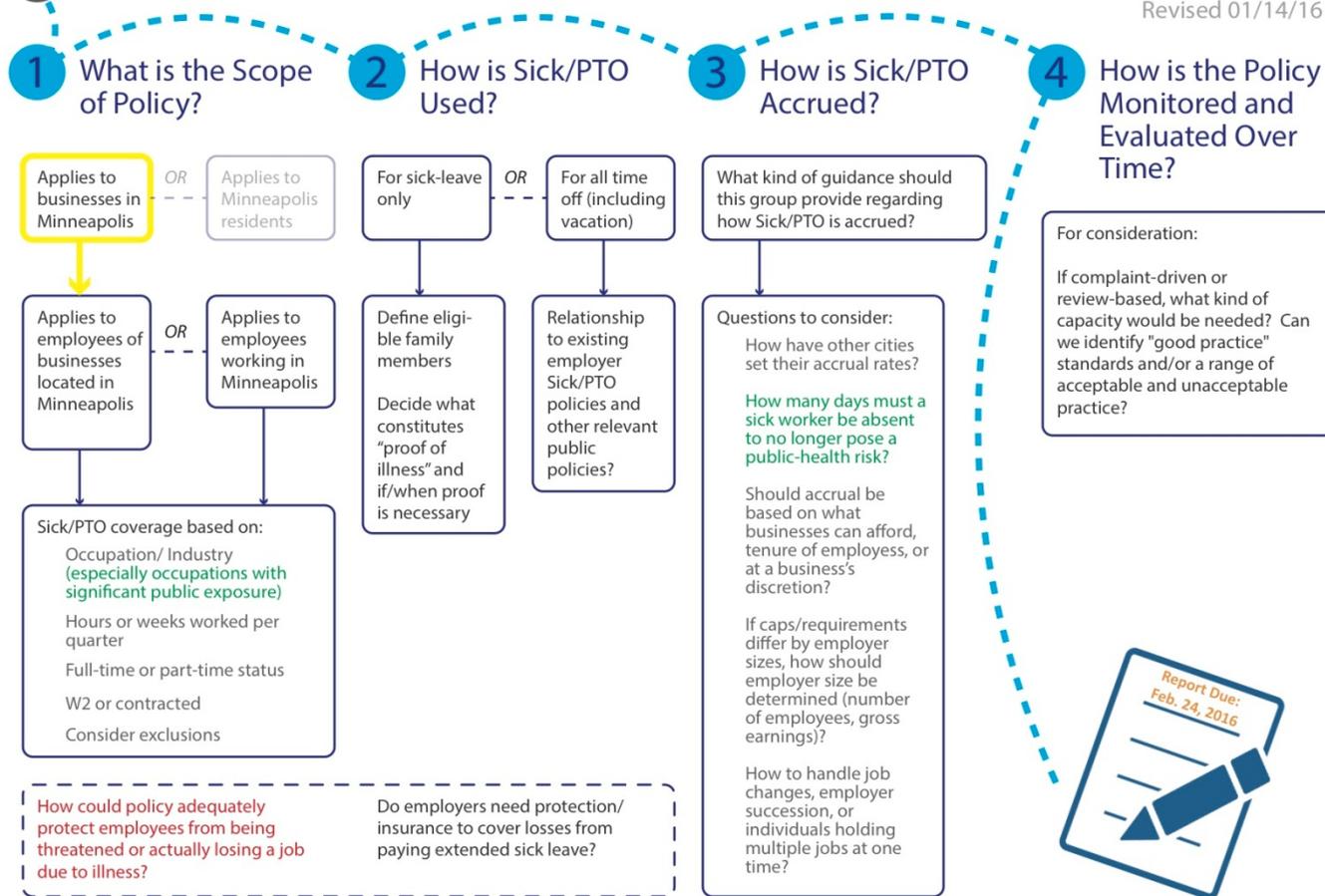


Ensuring that workers have time off to tend to their own well-being is a significant talent attraction and retention tool, and contributes to a healthy work environment, increasing productivity and reducing turnover costs.

By setting a citywide standard, businesses working in Minneapolis will enjoy a competitive edge and strengthen employee relations.

DECISION PATHWAY TOWARD POLICY RECOMMENDATIONS - WORKING DRAFT

Revised 01/14/16



DECISIONMAKING PROCESS

- Move through individual points
- Review relevant learning
- Discuss in small/large group format
- Consensus checks
- Track agreement/remaining issues
- Final vote on recommendations



DECISIONMAKING PROCESS

- **Ground Rules for Group Decision Making**
- The facilitator will use the following scale to poll the group on whether consensus has been reached. Participants will express their level of comfort and commitment by indicating:
 1. Wholeheartedly agree
 2. Good idea
 3. Supportive
 4. Reservations – would like talk
 5. Serious concerns – must talk
 6. Cannot be part of the decision
- If all participants fall between 1 and 3, consensus on the item is assumed. When someone falls between 4 and 6, that person must state their concerns clearly and offer a constructive alternative. The group will attempt to meet the interests of those parties, without diminishing their own interests.



SCOPE: EMPLOYEES COVERED

- If you work in the City of Minneapolis (regardless of where your employer is located) at least 80 hours in a year for one employer, you will have access to earned/paid sick time.
 - Exempt employees are considered to work 40 hrs a week for purposes of accrual, unless there is evidence that they work less than that.
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SCOPE: EMPLOYEES COVERED

- If already covered with paid time, then leave alone!



WE WILL MEET AGAIN...

- Next WPG Business Meeting, Monday, February 8, 7:30 am at Minneapolis City Hall

