

CITY OF MINNEAPOLIS

WORKPLACE REGULATIONS PARTNERSHIP GROUP

BUSINESS MEETING

MONDAY, FEBRUARY 8, 2016

OUR AGENDA

1. Call to Order
2. Acceptance of Minutes from 2/1/16 meeting
3. Report from the Chair
4. Unfinished Business
 - A. Decision points on “usage”
 - B. Decision points on “accrual”
5. New Business
6. Adjournment



WRP Calendar (at 2/8/16)

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—9:30 am
THU 2/11/16	WPG Business Meeting #6	3:00—5:00 pm
WED 2/17/16	WPG Business Meeting #7	7:30—9:30 am
MON 2/22/16 TUE 2/23/16	POSSIBLE WPG Business Meeting #8 Recommendations forwarded to COW for presentation on WED 2/24/16	TBD

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

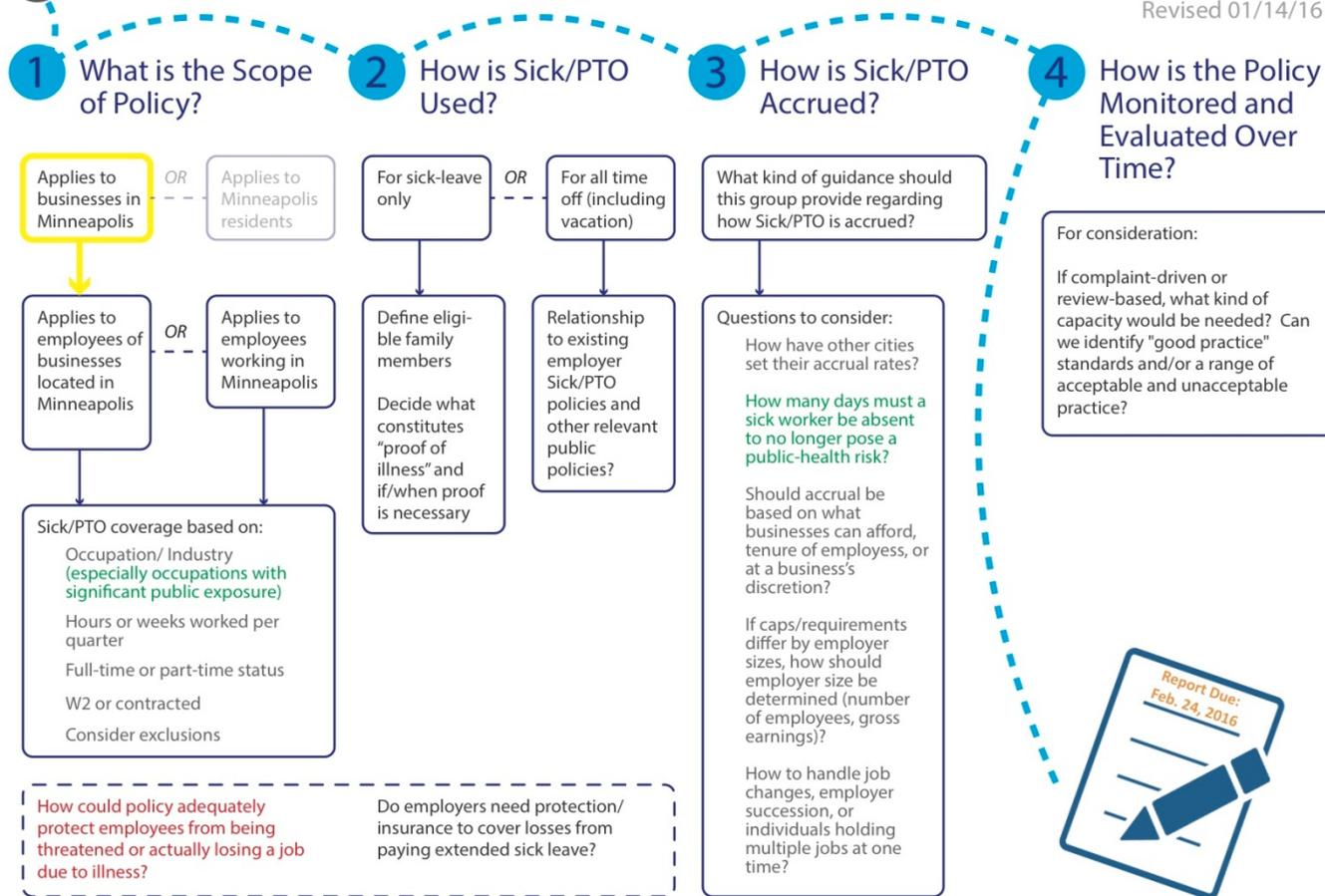


Ensuring that workers have time off to tend to their own well-being is a significant talent attraction and retention tool, and contributes to a healthy work environment, increasing productivity and reducing turnover costs.

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

- **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 at least 80 hours in a year for any given employer (regardless of where your employer is located or the hours you work), 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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USAGE:

- II. A. 2 – using existing City of Minneapolis definition.
 - II. B. 1 – with separate note about bereavement.
 - II. C. 2. – Time can be taken as needed within whatever increments employers currently document time (within broader caps)
 - II. D. 1.– Documentation may be requested if there is a clear pattern of abuse.
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USAGE:

- II. F. 1. Don't separate...encouraging sufficient accrual hours.
- II. F. 2. handled through prior conversation.
- II. F. 3. – How to define equivalency:
 - Minimum Requirements = 100%
 - Required/Suggested
- II. F.4. – Include longer-term recommendation that city explore and pursue this through state legislative agenda.



WE WILL MEET AGAIN...

- Next WPG Business Meeting, Thursday, February 11, 2:00 to 5:00 pm at Minneapolis City Hall

