

CITY OF MINNEAPOLIS

WORKPLACE REGULATIONS PARTNERSHIP GROUP

BUSINESS MEETING

MONDAY, JANUARY 25, 2016

OUR AGENDA

1. Call to Order
2. Acceptance of Minutes from 1/11/16 meeting
3. Report from the Chair
 - A. Affirm/Amend work schedule
4. Research Findings
5. Unfinished Business
 - A. Review of key decision points
 - B. Affirmation of decisionmaking process
 - C. Brief review of listening session input thus far
6. New Business
7. Adjournment



WRP Calendar (at 1/25/16)

THU 1/21/16	LISTENING SESSION	6:30—8:00pm Sabathani Community Center 310 East 38th Street
MON 2/1/16	WPG Business Meeting #3	11:30am to 1:30pm
TUE 1/26/16	LISTENING SESSION East African Employees & Employers	2:30 - 3:30 p.m. African Development Center 1931 South 5th Street
TUE 1/26/16	LISTENING SESSION American Indian Employees & Employers	5:00 - 6:00 p.m. All My Relations Gallery 1414 E. Franklin Ave.
WED 1/27/16	LISTENING SESSION Southeast Asian Employees & Employers	2:30 - 3:30 p.m. Hmong American Mutual Assist. Assoc. 4024 North Washington Ave, #101
THU 1/28/16	LISTENING SESSION Health Care Employees & Employers	2:00-4:00pm Allina Commons 2925 Chicago Ave. S.
MON 2/8/16	WPG Business Meeting #4	7:30—9:00am
THU 2/11/16	WPG Business Meeting #5	3:00—5:00pm
WED 2/17/16	WPG Business Meeting #6	7:30—9:00am
MON 2/22/16	Recommendations forwarded to COW for presentation on WED 2/24/16	

RESEARCH: YOU ASKED...

- # of employees in the City of Minneapolis, by industry, by employment status (PT/FT), and by race

Answers at <http://www.ci.minneapolis.mn.us/cped/data>



RESEARCH: YOU ASKED...

- # of employers in the City of Minneapolis, by industry and other factors

Answers at <http://www.ci.minneapolis.mn.us/cped/data>



ADDRESSING OUR OBJECTIVES

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.

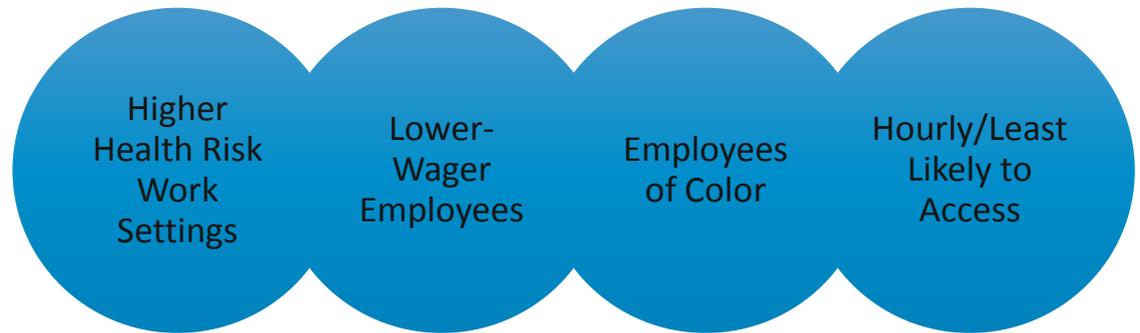
A little more than 40% of Minneapolis employees have no access to paid time off. These employees are disproportionately low-wage and individuals of color.

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.



RESEARCH: YOU ASKED...

- Relationship of City of Minneapolis to businesses operating in Minneapolis.
 - 2007 data from the Bureau of Labor Statistics shows 9,748 businesses in Minneapolis with employees.
 - We estimate that health and other regulatory relationships may touch XX% of those businesses.



RESEARCH: YOU ASKED...

- How does Minneapolis compare to other metro areas where earned sick time policies have been enacted?



Answers at <http://www.ci.minneapolis.mn.us/cped/data>

RESEARCH: YOU ASKED...

- What do we know about implementation elsewhere?
 - We have some data from implementation reports from San Francisco; Seattle; Washington, DC; and, New York City
 - We can still arrange for telephone conversation with City staff in key cities.



IMPLEMENTATION RESULTS

- Most employers were unaffected by requirements



- In all cases, fewer than half of city employers were unaffected -- their existing policies and practices met the new standard.
- Compliance costs—such as those imposed by record-keeping or reporting requirements—are not well measured in the literature reviewed; however 31.52 percent of Seattle’s responding employers indicated it was “somewhat or very difficult”.

IMPLEMENTATION RESULTS

- General measures of economic trends do not suggest significant impacts from paid sick leave ordinances.



- Total employers – trend (growth) unchanged
- Total employees – trend (growth) unchanged
- Total wages – slower growth; unrelated to ordinance



- Unemployment – trend (decrease) unchanged
- Labor force participation – trend (growth) unchanged
- Total private sector employers – trend (growth) unchanged



+



- Equivalent metrics not reported

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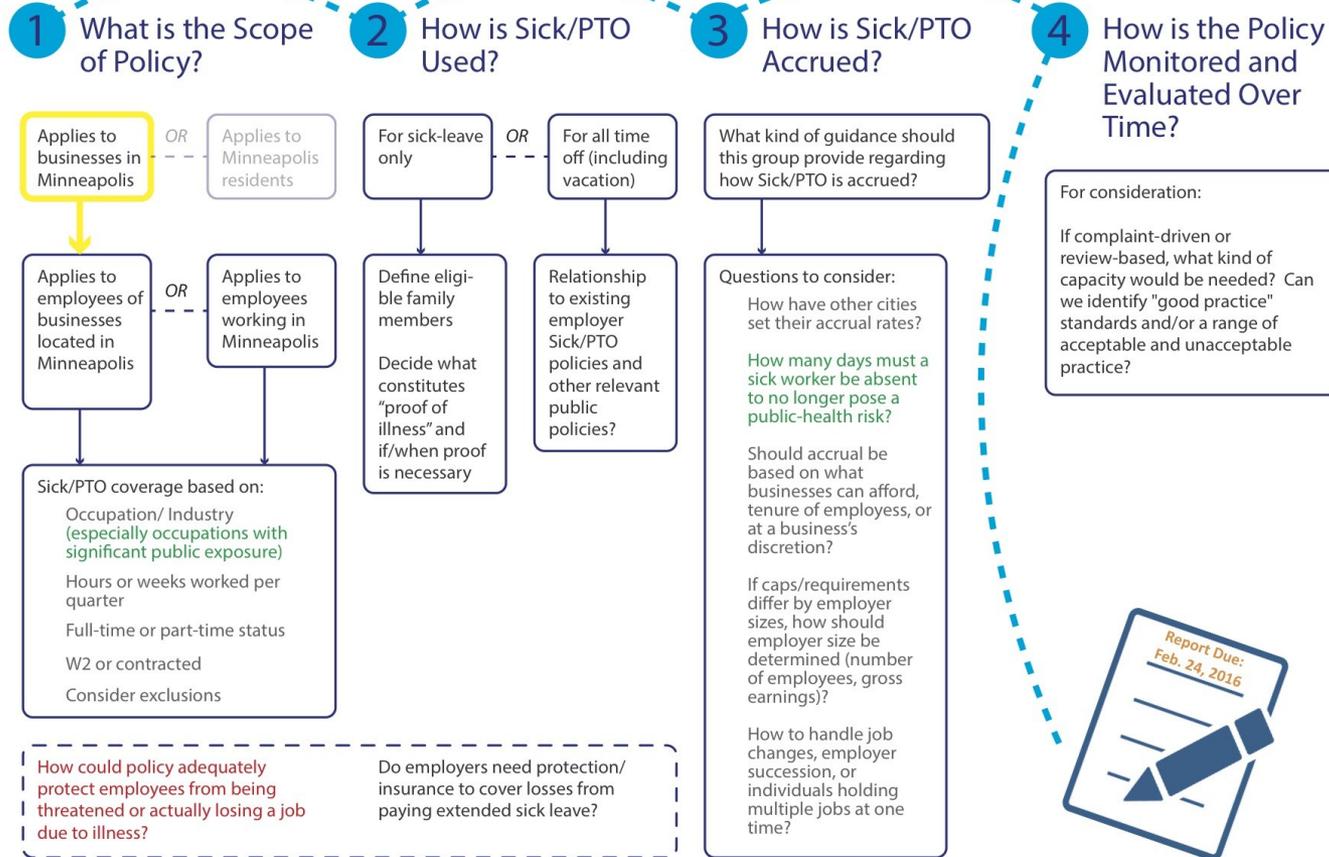


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DECISION PATHWAY TOWARD POLICY RECOMMENDATIONS - WORKING DRAFT

Revised 01/14/16



DETAILED OUTLINE

- Scope
- Usage
- Accrual Mechanism
- Monitoring, Enforcement & Implementation



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



WE WILL MEET AGAIN...

- **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.



WE WILL MEET AGAIN...

- At a listening session near you...
- Next WPG Business Meeting, Monday, February 1, 11:30 am at Minneapolis City Hall

