

City of Minneapolis

Request for Committee Action

To: Committee of the Whole
Date: 5/5/2016
From: City Coordinator's Office
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Presented by: Nuria Rivera-Vandermyde, Deputy City Coordinator; Susan Trammell, Managing Attorney Civil; Brian Walsh, Senior Investigator (Civil Rights)
File type: Receive & File
Subcategory:

Subject:

Municipal sick leave policy recommendations

Description:

Receiving a staff report on recommendations submitted by the Workplace Regulations Partnership Group for a municipal paid sick leave policy, including:

1. A draft ordinance for a municipal paid sick leave policy for City Council consideration;
2. Proposed program to administer the municipal paid sick leave policy;
3. Responses to mitigate, minimize, or resolve outstanding issues and concerns, including but not limited to issues identified in the WPG Report regarding casual employees and others with unique employment arrangements, issues articulated in the Cramer dissenting opinion, and those issues collected through community listening sessions related to a proposed municipal paid sick leave policy.

Previous Actions:

On November 23, 2015, the Workplace Regulations Partnership Group was created and charged with studying policy proposals related to paid sick time, see [Legislative File No. 15-01373](#). Final recommendations from the Workplace Regulations Partnership Group were presented to City Council on March 16, 2016.

Ward/Address:

All Wards

Background/Analysis:

On March 16, 2016, the Workplace Regulations Partnership Group (WPG) provided City Council with their Findings and Recommendations relating to potential municipal policy on sick leave.

In support of its recommendations, the WPG report found that:

- Over 100,000 people working in Minneapolis have no paid sick time.
- More than 1/3 of Minneapolis workers work in healthcare, education, or food service/hospitality – where there is very high public health risk exposure.
- Those with no access are disproportionately low-wage workers & people of color.

Further, the WPG and staff heard from over 500 people across 14 listening sessions and numerous email communications and took those comments into consideration in drafting its ordinance and recommendations regarding a proposed program to administer the policy and responses to mitigate or address the concerns raised by residents and businesses alike.

Having engaged the community through numerous listening sessions, reviewed research and studies on similar policies in other jurisdictions, considered potential public health risks as well as benefits, and the impact on employers of all sizes and types, staff sets forward the following:

1. Draft ordinance language as to scope, usage, accrual, implementation, monitoring, and enforcement.
2. Recommendations as to the department charged with enforcement of this provision and the timeline/outreach plan for implementation
3. Responses to concerns brought forth by residents and businesses concerning this policy's implementation and impact

Financial Review:

No additional appropriation required, amount included in current budget.

Future budget impact anticipated.

It is impossible to quantify the exact fiscal impact of a potential municipal sick-time policy until further parameters have been established for a program based on direction from the Mayor and City Council. Two positions were established in the City Coordinator's office as part of the 2016 Budget to assist in developing, implementing, and monitoring a program; however, it is unknown what further resources may be required.

Approved by the Permanent Review Committee.

Meets Small and Underutilized Business Program goals.

Attachments:

1. Draft Ordinance
2. PowerPoint presentation