

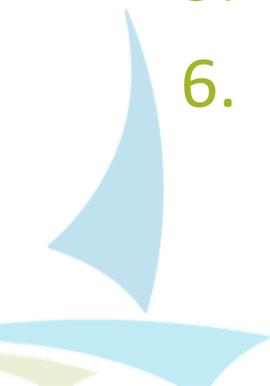
CITY OF MINNEAPOLIS

WORKPLACE REGULATIONS PARTNERSHIP GROUP

BUSINESS MEETING

WEDNESDAY, FEBRUARY 17, 2016

OUR AGENDA

1. Call to Order
 2. Acceptance of Minutes from 2/8/16 meeting
 3. Report from the Chair: Meeting on Monday 2/22
 4. Unfinished Business
 - A. Affirm Decision points on “usage”
 - B. Decision points on “accrual”
 - C. Decision points on “monitoring, etc.”
 5. New Business
 6. Adjournment
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WRP Calendar (at 2/17/16)

WED 2/17/16	WPG Business Meeting #7	7:30—10:30 am
MON 2/22/16	WPG Business Meeting #8	2:00—4:00 pm
Additional meeting?	Recommendations forwarded to COW for presentation on WED X/XX/16	



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

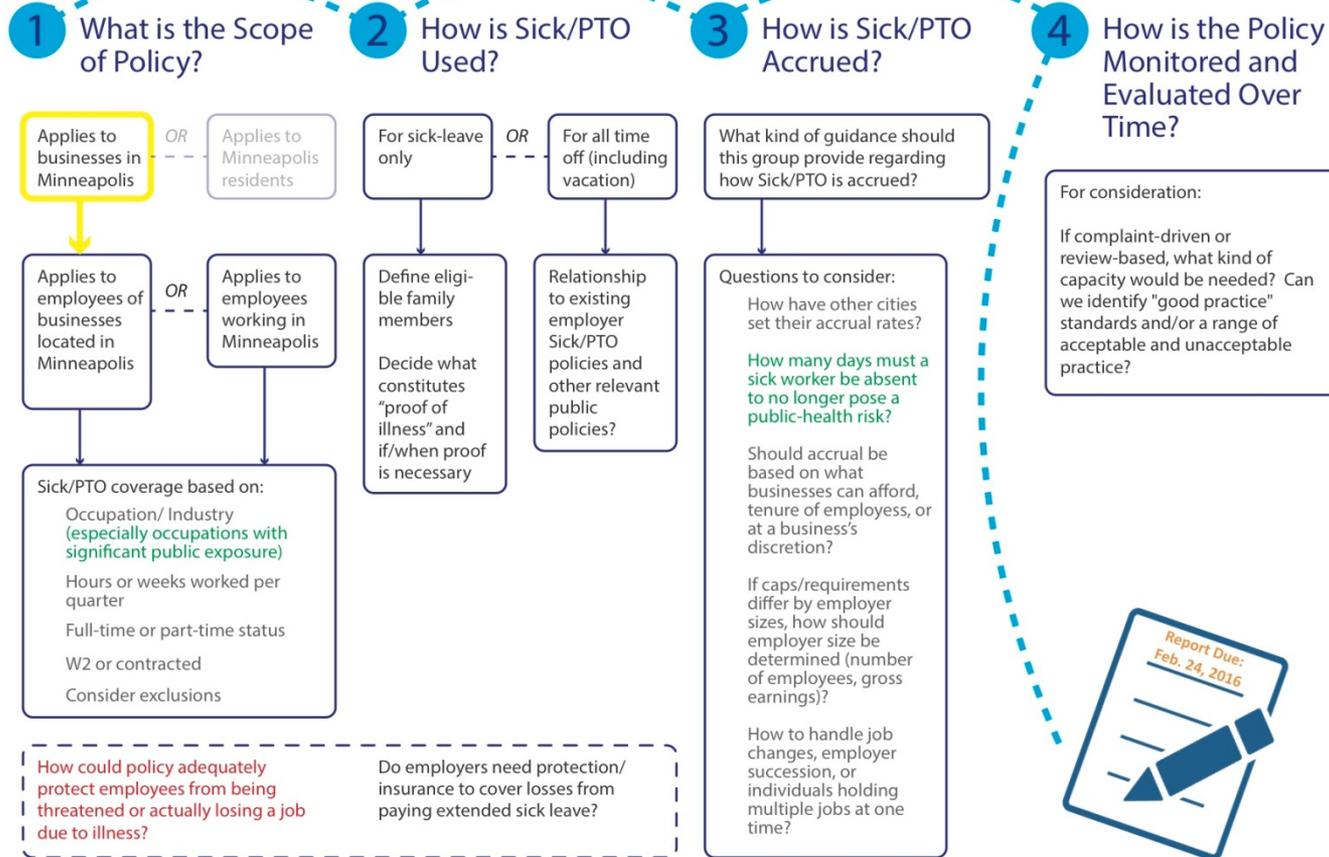


Ensuring that workers have time off to tend to their own well-being is a significant talent attraction and retention tool, and contributes to a healthy work environment, increasing productivity and reducing turnover costs.

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

- Individuals working in the City of Minneapolis (regardless of where your employer is located) at least 80 hours in a year for a given employer, shall have access to 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

- Employees may use paid sick time for mental and physical illness or incident, injuries, health conditions, diagnostic and preventive care, school closures due to public health or other emergencies for themselves or for members of their extended families and households (as defined in City of Minneapolis civil code and MN State Statute 181.9413).
 - Employees may use paid sick time in increments consistent with current business practices, as defined by industry standards or existing employer policy.
 - Employers may only request documentation of illness/absence from an employee if there is a clear pattern of abuse.
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USAGE

- Employees will begin earning accrued sick time at the start of employment; and, will be able to access earned hours after a provisional period, consistent with employer practice, and no longer than 90 days.
 - Employees may earn, accrue, and use paid sick time consistent with existing employer practice.
 - Existing sick time and/or paid time off (PTO) policies may be reviewed on a case-by-case basis and will be considered in compliance with City policy if they meet minimum standards established by the City.
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WE WILL MEET AGAIN...

- Next WPG Business Meeting, Thursday, February 17, 7:30 to 10:30 am at Minneapolis City Hall

