



KEY MESSAGE INFORMATION

Why the we support The Best of Saint Paul

- The decision that the city council wants to make in June is very complicated and will impact every single business. We want to make sure that before this decision happens, the city council and others hear from employers who will be impacted.
- Our member care about their employees and and do a great job supporting the people who are part of their organizations. We want to make sure that whatever is passed does not penalize people already doing a good job.
- We are concerned that Saint Paul will have a different set of rules for employers than Minneapolis or other cities. Our businesses are connected together within the same local economy - Minneapolis and Saint Paul together - and we don't think it is good to have different rules in each city.
- In Saint Paul how decisions are made really matters. We are concerned that the only time the public could share ideas was before the task force was created. The Best of Saint Paul is our way to bring more voices into the conversation and make sure the city council and others have more information
- Saint is making a decision for our community that should really be made at the state level to create a consistent way to deal with this issue.
- We share the same concern about how to best support workers and just don't think the approach the city is taking to create only one "solution" makes sense.
- Saint Paul and Minneapolis both have the same challenge of finding ways for more people to find work. Creating separate rules for each city makes this harder to do and our fear is it could hurt the people it is supposed to help.

Background Information –

- Advocates was St Paul s to change and regulate the relationships between employers and employees by proposing one-size fits all sick and safe time ordinance that has a false assumption that businesses are not treating their employees fairly.
- In early February, City Council convened a task force to discuss the possibility of extending earned sick and safe time to all employees in Saint Paul.
 - However, before this task force was assemble, conversations at City Hall had already been underway with little to no outside opinions

What's happening now –

- Supporters of an ordinance seems to think that the City of Saint Paul know how to run a business/organization, and manage relationships with employees better than how the owners/employers of these businesses/organizations do.
 - Supporters of an ordinance think that they know what is best for employees who they have never even met.
 - The way people work today and how a business or non-profit serves their customers has changed. The ideas being advanced reflect a point of view that is outdated.
- The one-size fits all ordinance that is being considered will not work for the diverse and unique businesses in St. Paul.
- They are oversimplifying a complex issue, which can not just have one set of rules that applies to every business in St. Paul
- Many questions and concerns regarding the issue of sick and safe time have not been answered yet.
- Before any ordinance is finalized, the task force and City Council need to be able to answer every question that the employees and employers directly affected are asking.
- At this point, there is very little information to react to.
- We ask that you contact your city council member and raise your concerns and questions regarding the issue of sick and safe time.

How this ordinance affects St. Paul businesses –

- The St. Paul business community prides itself on being made up of a highly diverse group of businesses, including a wide range of small to large businesses and non-profit organizations that are owned and operated by a diverse group of hard working individuals.
 - Many of these businesses also operate in various different cities, making this ordinance very difficult to follow and adhere to, especially with Minneapolis and St. Paul looking to establish different rules in the two cities.
- An ordinance of this magnitude and complexity would ignore the creativity, hard work and strong commitment that the highly diverse landscape of local businesses are each making to support and accommodate workers and their families.
- This ordinance would hinder an employer's ability to provide their employees with a flexible work environment, great career advancement, or the opportunity to modify their schedule or PTO.
- An ordinance of this stature could potentially make it difficult for businesses in our city to continue to grow.

What St. Paul businesses can do –

- The employers and employees in St. Paul need to ensure that their voices are heard by expressing their concerns, questions and ideas to City Hall. It is best if all types of businesses are represented, meaning that more voices are being heard during this conversation
- Express that businesses owners greatly value their hard working employees and work to accommodate the individually needs of each employee.
- By no means are the employers advocating for fewer employee benefits, but advocating to continue to have the ability to manage their own workplace and employees.
- St. Paul businesses and organizations need to show that a one-size-fits all approach will not work since each employee has their own individual circumstance, and different industries have different scheduling issues.
 - Many employers have spoken with each of their individual employees to establish a PTO plan that works best for each individual employee and their specific industry
- **St. Paul employers and employees need to reach out to their council members** to ensure that any finalized decision is made after there is an open, candid, and transparent conversation between elected officials and the people who will be directly affected.