

# MINNEAPOLIS **Proud!**

Our elected officials represent us and we are often proud to work with them to find the best solutions possible. Unfortunately, the 'Working Families Agenda' was developed without much input, and that is not Minneapolis PROUD. These one-size-fits-all approaches to regulating workplace relationships assume City Hall knows what is best for all of us and our families.

We're Minneapolis PROUD because we didn't just sit back and hope things will turn out ok, we made our voices heard! Last fall we were able to open elected officials' eyes surrounding the proposed 28-day restrictive scheduling mandate and broaden the discussion around the sick and safe leave policy. However, if the City Council follows the recommendation of a City taskforce, Minneapolis is poised to impose one of the nation's most sweeping local sick and safe leave policies. We need to stand up and once again make our voices heard.

Tell the City Council that you are Minneapolis PROUD! and that Minneapolis employers are working hard to support their employees and their families – in ways that reflect the many different types and sizes of Minneapolis employers.

- **Minneapolis employers are unique and cannot conform to the recommended one size fits all agenda without problems resulting.**
- **Minneapolis employers can open and thrive in this community because of the flexibility they are allotted. Taking away this flexibility will hurt our economy and numerous small businesses.**
- **Employees enjoy and benefit from the current flexible environment and fear that these mandates will cause them more harm than good.**
- **A universal sick and safe leave mandate—while well intended—actually discourages new businesses to open in Minneapolis.**
- **Minneapolis has an unemployment rate of less than 4%. Overbearing mandates on our employers could unfortunately increase that rate as economic growth slows or employers are forced adjust their workforce.**
- **Many employers cannot afford the human resource department needed to deal with bureaucratic mandates.**
- **Other reasonable sick and safe time approaches need to be considered instead of regulations and enforcement of city-determined standards against local employers.**

**A one size fits all mandate isn't leadership, and it's certainly not innovative.**

To the right of the “mandate approach” below is one idea based on building a community partnership. But the reality is the Workforce Fairness Coalition Partnership Approach isn’t the only innovative idea out there!

	City Workforce Regulation Taskforce Recommended Mandate	Workforce Fairness Coalition Partnership Approach
<b>Approach</b>	City mandate through an enacted “you must” ordinance.	A unique employer-community-city partnership to promote shared goals with possible base standards.
<b>Covered Employees</b>	Anyone working in Minneapolis regardless of their employer’s location including those attending meetings, conventions, or delivering packages.	Anyone working in Minneapolis.
<b>Access</b>	Earned sick time can be taken after working for 80 hours for an employer and after 90 days.	Earned sick time can be taken after working for 320 hours for an employer and after 90 days.
<b>Hours</b>	Employees accrue sick time at a rate of one hour for every 30 hours beginning at hire.	Employees accrue sick time at a rate of one hour for every 30 hours beginning at hire.
<b>Use</b>	As defined by state law and including any household member.	As defined by state law.
<b>Maximums</b>	Employees may accrue up to 48 hours in a year and maintain a bank of hours up to 80.	Employees may accrue up to 24 hours in a year and maintain a bank of hours up to 48 based on common perception surrounding employees averaging 3-5 sick days.
<b>Protections</b>	Employees are offered protections from retaliation and employers may request documentation following a clear pattern of abuse.	Employees are offered protections from retaliation and employers may request documentation following three consecutive absences.
<b>Enforcement</b>	City holds the power to inspect employer plans through new authority including investigating employee complaints.	Employee complaint-based approach.
<b>Existing Paid Time Off Plans</b>	Plans that meet the provisions of the mandate are deemed compliant.	Plans that provide adequate time off are deemed compliant.

The proposed Minneapolis approach to addressing sick and safe leave doesn’t have to be a “you must” mandate.

The Workforce Fairness Coalition recommends an approach that encourages and lifts employers up in an effort to expand worker access to sick and safe time. A collaborative approach can work, as we have seen with other issues in Minneapolis.

Encourage City Council members to reach beyond a mandated approach to sick and safe leave, and search for a truly innovative and forward-thinking approach.

**Call, e-mail or visit the City Council and Mayor now and tell them Minneapolis should work with employers and employees to innovate, not mandate, sick and safe leave.**